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OCCUPATIONAL SURVEY REPORT

MAINTENANCE PRODUCTION MANAGEMENT

AFSC 2R1X1

OSSN 2435

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OCCUPATIONAL ANALYSIS PROGRAM
AIR FORCE OCCUPATIONAL MEASUREMENT SQUADRON
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PREFACE

This report presents the results of an Air Force Occupational Survey of the Maintenance Production Management career ladder, Air Force Specialty Code (AFSC) 2R1X1. Authority for conducting occupational surveys is contained in AFI 36-2623. Computer products used in this report are available for use by operations and training officials.

The survey instrument was developed by Lieutenant Tyson Freking, Inventory Development Specialist, with computer programming support furnished by Mr. Tyrone Hill and administrative support provided by Ms. Dolores Navarro. Dr. Burke Burright, Occupational Analyst, analyzed the data and wrote the final report. This report has been reviewed and approved by Lieutenant Colonel Roger W. Barnes, Chief, Airman Analysis Section, Occupational Analysis Flight, Air Force Occupational Measurement Squadron (AFOMS).

Copies of CD ROMs containing this report and associated data extracts and briefings are distributed to Air Staff sections, major commands, and other interested training and management personnel. Additional copies are available upon request to AFOMS/OMYXI, 1550 5th Street East, Randolph Air Force Base, Texas 78150-4449, or by calling DSN 487-5543. For information on the Air Force occupational survey process or other on-going projects, visit our web site at <http://www.omsq.af.mil>.

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SUMMARY OF RESULTS

1. **Survey Coverage**: The Maintenance Production Management career ladder was surveyed to obtain current task data for use in evaluating current training programs. Survey results are based on 986 responses (62 percent of the total assigned personnel). The survey sample represents the overall career ladder population satisfactorily.

2. **Specialty Jobs**: The analysis identified two clusters of jobs and seven independent ones. One large cluster is directly involved in performing core duties and tasks; a second, smaller cluster contained a set of narrowly defined entry-level jobs.

The Maintenance Production Management career field has experienced only minor changes in its job structure since the previous survey in 1998. All the clusters and jobs identified in the 1998 OSR can be matched to similar jobs identified in the 2001 report. However, this report identified two additional jobs, the Training Job and the Command-level Manager Job, that had not been documented in the earlier report.

3. **DAFSC Groups**: A typical career ladder progression within the AFSC 2R1X1 career ladder is evident in the Active Force, with the 3- and 5-skill level airmen focusing on technical tasks. The Active Duty (AD) 5-skill level group starts to take on some management, supervisory, and training tasks. Although AD members at the 7-skill level continue to devote a majority of their time to technical tasks, almost 40 percent of it is devoted to management, supervisory, and training tasks. The AD 9-skill level group has a heavy focus on management, supervisory, and training activities.

Career ladder progression is different for AFSC 2R1X1 members in the Air National Guard (ANG) and Air Force Reserve Command (AFRC). The reserve services have relatively few 3-skill level members. Career ladder progression includes only the 5-, 7-, and 9-skill levels. Moreover, these ANG and AFRC 7- and 9-skill level members remain much more focused on technical tasks than do their counterparts in the Active Force.

4. **Training Analysis**: The tasks performed by AD members during their first enlistment are highly technical in nature. A comprehensive review of the Specialty Training Standard (STS) found that most paragraphs were supported by the survey data. However, five items in the STS were associated with tasks with less than the recommended percent members performing. One task not referenced in the STS exceeded the minimum number required for inclusion.

Review of the tasks matched to the Plan of Instruction (POI) for the apprentice course revealed that two of its learning objectives were not supported by OSR data. On the other hand, seven technical tasks performed by over 30 percent of first-enlistment personnel were not included in the POI. These areas should be reviewed to determine whether any modifications are needed to improve the effectiveness or efficiency of training.

5. **Job Satisfaction Analysis**: Analysis showed that during their first two enlistments, 2R1X1 members indicated higher levels of job satisfaction than did members in similar career fields. Moreover, they did not experience a decline in most facets of job satisfaction since the last

survey, as many indicators actually improved. The analysis did highlight the Reserve Forces Production Control Job and the TMDE Scheduling Job as two small groups with lower levels of job satisfaction.

6. **Implications:** Survey data show the AFMAN 36-2108 *Specialty Description* accurately reflects the jobs and tasks currently being performed in the career ladder. The analyses of the STS and the POI identified unsupported paragraphs and learning objectives. It also identified tasks not referenced in the documents that were being performed by enough members to warrant inclusion. The unsupported areas and the non-referenced tasks should be reviewed to determine if their inclusion in future revisions of these documents is warranted.

**OCCUPATIONAL SURVEY REPORT (OSR)
MAINTENANCE PRODUCTION MANAGEMENT
(AFSC 2R1X1)**

INTRODUCTION

This is a report of an occupational survey of the Maintenance Production Management (AFSC 2R1X1) career ladder completed by the Air Force Occupational Measurement Squadron (AFOMS). These data will be utilized to review the AFMAN 36-2108 *Specialty Description* and training documents. The last OSR was published in July 1998.

Background

As described in the AFMAN 36-2108 Specialty Description, dated 31 October 2000, members of the 2R1X1 plan, schedule, and organize the use and maintenance of aircraft, engines, munitions, and associated aerospace ground equipment (AGE). They also document and maintain aircraft, missiles, munitions, and associated AGE records, develop generation flow plans to meet emergency war order and wartime tasking, and analyze maintenance information and monitor maintenance management scheduling effectiveness.

Entry into the career ladder currently requires an Armed Services Vocational Aptitude Battery score of General 43. Personnel entering the AFSC 2R1X1 career ladder must attend a 6-week and 1-day Maintenance Production Management Course conducted at Sheppard AFB TX. This consists of familiarization of aircraft maintenance organizations, concepts and responsibilities. It provides an introduction to scheduling aerospace vehicles and to scheduling and monitoring work requirements. It also covers maintaining automated information systems and weapon system records

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SURVEY METHODOLOGY

Inventory Development

The data collection instrument for this occupational survey was USAF Job Inventory (JI), Occupational Survey Number 2435, dated May 2000. A tentative task list was prepared after reviewing pertinent career ladder publications and directives, pertinent tasks from the previous survey instrument, and data from the last OSR. The preliminary task list was refined and validated through personal interviews with 27 subject-matter experts (SMEs) at the technical training location and at the following operational bases:

<u>BASE</u>	<u>UNIT VISITED</u>
Sheppard AFB, TX	362 nd TRS/TOC
Eglin AFB, FL	60 th FS
McCord AFB, WA	62 nd LG
McConnell AFB, KS	22 nd MSG
Kelly AFB, TX	149 th LSF

The resulting JI contains a comprehensive listing of 231 tasks grouped under 10 duty headings and a background section requesting such information as base of assignment, command of assignment, Air Force component status, organizational level, job title, computer software used, and automated management system used.

Survey Administration

From May through Aug 2000, Base Training Offices administered the inventory to 1484 eligible AFSC 2R1X1 personnel. To qualify for the survey, personnel were required to hold a duty AFSC of 2R131, 2R151, 2R171, or 2R191. Excluded from the survey were personnel in PCS, student, or hospital status, or with less than 6 weeks on the job. Job incumbents were selected from a computer-generated mailing list obtained from personnel data tapes maintained by the Air Force Personnel Center, Randolph AFB TX.

Each individual who completed the inventory first completed the identification and biographical information section and then checked each task performed in his or her current job. After checking all tasks performed, each member then rated each of these tasks on a 9-point scale, showing relative time spent on that task, as compared to all other tasks checked. The ratings ranged from 1 (very small amount time spent) through 5 (about average time spent) to 9 (very large amount time spent).

To determine relative time spent for each task checked by a respondent, all of the incumbent's ratings are assumed to account for 100 percent of his or her time spent on the job and are summed. Each task rating is then divided by the total task ratings and multiplied by 100 to provide a relative percentage of time spent for each task. This procedure provides a basis for comparing tasks in terms of both percent members performing and average percent time spent.

Survey Sample

Personnel were selected to participate in this survey to ensure an accurate representation across major commands (MAJCOMs) and paygrade groups. All eligible AFSC 2R1X1 personnel were mailed survey booklets. Table 1 reflects the percentage distribution, by MAJCOM, of assigned AFSC 2R1X1 personnel as of May 2000. The 986 respondents in the final sample represent 62 percent of the total assigned personnel. Table 2 reflects the paygrade distribution for these AFSC 2R1X1 personnel. The survey sample reflects closely the career ladder population.

Task Factor Administration

Job descriptions alone do not provide sufficient data for making decisions about career ladder documents or training programs. Task factor information is needed for a complete analysis of the career ladder. While most participants in the survey process completed a USAF JI, selected senior AFSC 2R1X1 personnel were also asked to complete booklets rendering judgments on task training emphasis (TE) or task difficulty (TD). The TE and TD booklets were processed separately from the JIs. The information gained from these task factor data is used in various analyses and is a valuable part of the training decision process.

Training Emphasis (TE). TE is a rating of the amount of emphasis that should be placed on tasks in entry-level training. The 51 senior AFSC 2R1X1 NCOs who completed a TE booklet were asked to select tasks they felt required some sort of structured training for entry-level personnel and then indicate how much training emphasis these tasks should receive, from 1 (extremely low emphasis) to 9 (extremely high emphasis). Structured training is defined as training provided at resident technical schools, field training detachments (FTDs), mobile training teams (MTTs), formal on-the-job-training (OJT), or any other organized training method. The inter-rater reliability was excellent, indicating very strong agreement among the 51 raters as to which tasks required some form of structured training and which did not. The average TE rating was 2.68, with a standard deviation of 1.84. Any task with a TE rating of 4.52 or above is considered to have high TE.

Task Difficulty (TD). TD is an estimate of the amount of time needed to learn how to do each task satisfactorily. The 47 senior NCOs who completed TD booklets were asked to rate the difficulty of each task using a 9-point scale (extremely low to extremely high). Inter-rater reliability was acceptable, with high agreement. Ratings were standardized, so tasks have an average difficulty of 5.00 and a standard deviation of 1.00. Any task with a TD rating of 6.00 or above is considered difficult to learn.

TABLE 1

MAJCOM DISTRIBUTION OF AFSC 2R1X1 PERSONNEL

<u>COMMAND</u>	<u>PERCENT OF ASSIGNED*</u>	<u>PERCENT OF SAMPLE</u>
ACC	26	28
AMC	10	12
PACAF	8	8
AETC	6	7
USAFE	5	5
AFSOC	3	4
AFMC	2	2
Other AD	1	1
AG	27	21`
AFRC	12	12
Total Assigned	1,587 *	
Total Eligible for Survey	1452	
Total Surveyed in Sample	986	
Percent of Assigned in Sample	62%	
Percent of Eligible in Sample	68%	

*As of May 2000.

TABLE 2
PAYGRADE DISTRIBUTION OF SURVEY SAMPLE

<u>PAYGRADE</u>	<u>PERCENT OF ASSIGNED*</u>	<u>PERCENT OF SAMPLE</u>
E-1 to E-3	14	16
E-4	16	15
E-5	25	27
E-6	23	22
E-7	18	18
E-8	4	2
E-9	0	0

* As of May 2000

When used in conjunction with the primary criterion of percent members performing, TE and TD ratings can provide insight into first-enlistment personnel training requirements. Such insights may suggest a need for lengthening or shortening portions of instruction supporting entry-level jobs.

SPECIALTY JOBS

The first step in the analysis process is to identify the structure of the career ladder in terms of the jobs performed by the respondents. Comprehensive Occupational Data Analysis Programs (CODAP) assist by creating an individual job description for each respondent based on the tasks performed and relative amount of time spent on the tasks. The CODAP automated job clustering program then compares all the individual job descriptions, locates the two descriptions with the most similar tasks and time spent ratings, and then combines them to form a composite job description. In successive stages, new members are added to the initial group or new groups are formed based on the similarity of tasks performed and time spent ratings.

The basic group used in the hierarchical clustering process is the *Job*. When two or more jobs have a substantial degree of similarity in tasks performed and time spent on tasks, they are grouped together and identified as a *Cluster*. The structure of the career ladder is then defined in terms of jobs and clusters of jobs. The resulting job structure information can be used to evaluate the accuracy of career ladder documents (i.e., AFMAN 36-2108 *Specialty Descriptions*, the Career Field Education and Training Plan, and Specialty Training Standard (STS)) and to gain a better understanding of current utilization patterns.

Overview of Specialty Jobs

Structure analysis identified two clusters and seven independent jobs within the survey sample. Based on task similarity and relative time spent, the jobs performed by AFSC 2R1X1 personnel are illustrated in Figure 1. A listing of those jobs is provided below. The stage (STG) number shown beside each title is a reference to computer-printed information; the number of personnel in each stage (N) is also shown.

- I. MAINTENANCE SCHEDULING CLUSTER (STG 023, N = 841)
- II. ENTRY-LEVEL CLUSTER (STG 029, N=37)
- III. TIME CHANGE MONITOR JOB (STG 097, N = 5)
- IV. AVDO MONITOR JOB (STG 058, N = 13)
- V. ENGINE INFORMATION SYSTEM JOB (STG 118, N = 16)
- VI. RESERVE FORCES PRODUCTION CONTROLLER JOB (STG 0082, N = 9)

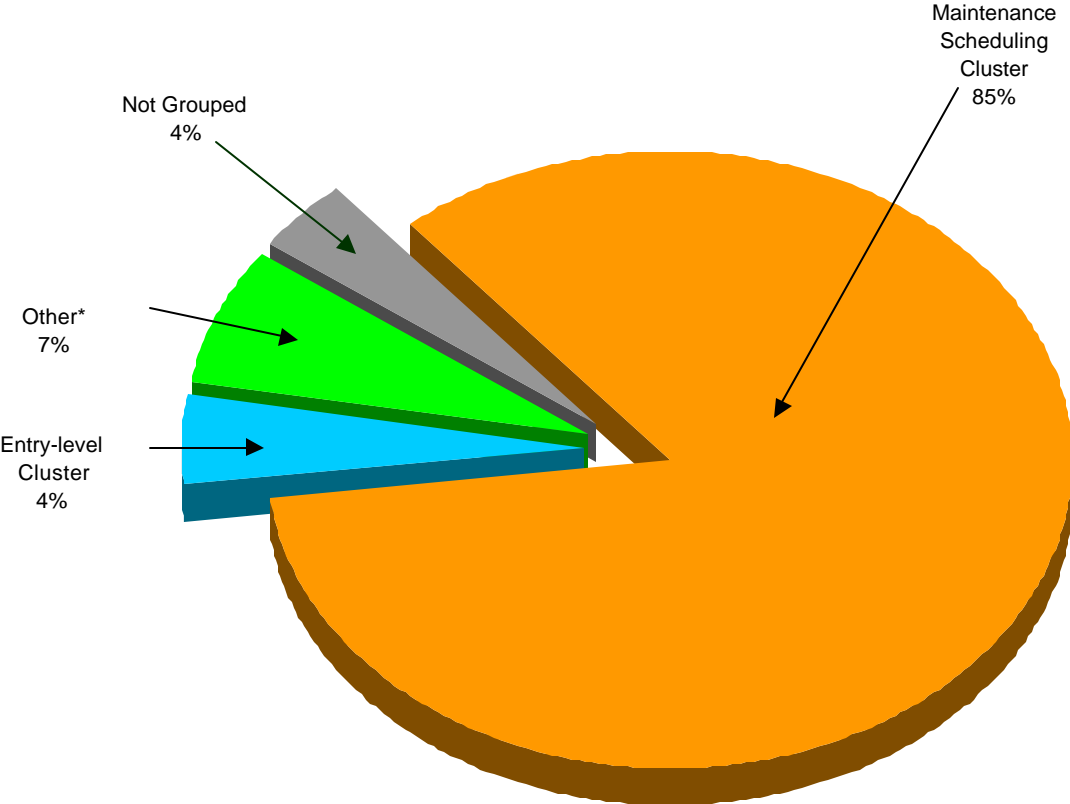
VII. TMDE SCHEDULING JOB (STG 232, N = 13)

VIII. TRAINING JOB (STG 149, N = 7)

IX. COMMAND-LEVEL MANAGERS (STG 056, N = 5)

The respondents forming these jobs account for 96 percent of the survey sample. The remaining 4 percent, for one reason or another, did not group into one of these jobs or clusters.

**IDENTIFIED JOB STRUCTURE AND PERCENTAGES OF
TOTAL SURVEY SAMPLE**



*Other include the following jobs: Time Change Monitor, AVDO Monitor, Engine Informator System Job, Reserve Forces Production Controller Job, TMDE Scheduling Job, Training Job, and Command-level Manager.

FIGURE 1

Group Descriptions

The following paragraphs contain brief descriptions of jobs identified through the career ladder structure analysis. Table 3 presents the relative time spent on duties by members of the specialty jobs. Selected background data for the jobs are provided in Table 4. Representative tasks for all the groups are contained in Appendix A.

When describing Time In Present Job, Time In Career Field, and Total Active Federal Military Service (TAFMS) in the group descriptions below, data for the Air National Guard (ANG) and the Air Force Reserve Command (AFRC) personnel are not reflected due to the manner in which these personnel accrue their time (different from Active Duty (AD) personnel).

I. **MAINTENANCE SCHEDULING CLUSTER (STG023)**. The 841 members of the Maintenance Scheduling Cluster represent the largest group (85 percent) in the survey sample. Twenty-nine percent of their relative job time is devoted to Performing Documentation Activities (Duty C). An additional 22 percent of the relative job time is spent on Planning and Scheduling Activities of Duty D. The airmen in this cluster perform an average of 67 tasks, which involve maintaining CAMS products, monitoring Time Compliance Technical Orders (TCTOs), and attending daily maintenance planning meetings.

Respondents holding this job have paygrades of E-4 through E-7. They average 10 years and 3 months TAFMS and are concentrated in the 5- and 7- skill levels. Two-thirds (567) are on AD. Tasks that set members of this cluster apart from other members of the career field include the following:

- Schedule accomplishment of TCTOs
- Evaluate TCTO status for assigned equipment
- Coordinate time compliance technical orders (TCTOs) with other work centers
- Initiate AF Forms 2410 (Inspection/TCTO Planning Checklist)
- Maintain historical data on assigned equipment
- Maintain AFTO Form 95 (Significant Historical Data)

Nine jobs were identified within this cluster. Although most of the members of the Maintenance Scheduling Cluster indicated they perform common tasks pertaining to maintaining CAMS products, each job has a somewhat different focus. A description of each of the nine jobs follows:

A. **Flying Hours Scheduling Job** (STG066). The 34 members of this job focus on planning and scheduling activities. They perform an average of 24 tasks. Tasks that set members in this job apart from other members of the career field include the following:

- Adjust or coordinate schedules to meet emergency or priority maintenance or operational flying requirements
- Develop weekly utilization or maintenance schedules of aerospace vehicles
- Maintain and update long-range plans
- Conduct or attend daily maintenance planning meetings.
- Maintain AF Forms 2407 (Weekly/Daily Flying Schedule Coordination)
- Distribute maintenance plans or schedules

B. **TCTO Monitor Job** (STG067). The 37 members in this job are responsible for the coordination, planning, and status of time compliance technical orders (TCTOs). Tasks that set members in this job apart from other members of the career field include the following:

- Initiate AF Forms 2001 (Notification of TCTO Kit Requirements)
- Load TCTO requirements into system records
- Participate in monthly TCTO kit reconciliation meetings
- Review or monitor status of TCTO programs
- Coordinate TCTOs with other work centers
- Evaluate TCTO status for assigned equipment
- Initiate AF Forms 2410 (Inspection/TCTO Planning Checklist)
- Complete AF Forms 2001

C. **Reserve Forces Record Review Job** (STG087). These 10 members focus on reviewing and correcting maintenance records in reserve units. Tasks that set members in this job apart from other members of the career field include the following:

- Review GO-81 (CAMS for maintenance) data
- Identify or correct aerospace vehicle source document errors
- Maintain historical data on assigned equipment
- Verify entries on AFTO Forms 781 Series
- Maintain AFTO Forms 95 (Significant Historical Data)

D. **Time Change Job** (STG086). The 98 members in this job have a focus on initiating and tracking time changes. Tasks that set members in this job apart from other members of the career field include the following:

- Conduct pre/post-inspection meetings
- Incorporate inspection and time changes into weekly schedules
- Conduct records reviews, other than equipment records
- Maintain aircraft jacket files
- Maintain AFTO Forms 95 (Significant Historical Data)
- Initiate time change actions

E. **AGE and Munitions Scheduling Job** (STG081). The 31 members in this job focus on scheduling the maintenance activities for AGE and munitions. Tasks that set members in this job apart from other members of the career field include the following:

- Maintain records of recurring inspection times or dates
- Initiate AF Forms 2410 (Inspection /TCTO Planning Checklist)
- Incorporate inspection and time changes into weekly schedules
- Maintain records of recurring inspection time or dates
- Conduct quarterly or semiannual reviews of equipment records
- Load initial inspection or time changes requirements into system records

F. Maintenance Scheduling Technician (STG091). These 367 members represent the largest job in the career field. It is also one of the broadest jobs in the career field. Tasks that set members in this job apart from other members of the career field include the following:

- Coordinate maintenance requirements with operations
- Prepare inspection packages
- Coordinate delayed or deferred maintenance with appropriate agencies
- Set up aircraft jacket files
- Load operational events into system records
- Correlate maintenance plans
- Assign or adjust priorities for planned or preplanned maintenance
- Post scheduling information on visual media, such as charts or boards
- Monitor delayed discrepancy files
- Forecast depot inputs, other than engines

G. Engine Management Job (STG193). The 125 members of this job focus on managing the maintenance of engines. Ninety-four percent have the primary job title of “Engine Management Scheduler”, “Base Engine Manager”, or “NCOIC, Engine Management”; ninety-two percent work in an Engine Management Branch. Tasks that set members in this job apart from other members of the career field include the following:

- Verify or update engine accumulated hour and event data
- Process entries on historical records
- Set up engine maintenance records
- Maintain comprehensive engine management system (CEMS)
- Maintain historical data on assigned equipment
- Update engine status in system records
- Maintain engine management system data base using CEMS
- Forecast engine inspections
- Forecast engine time changes

H. NCOIC: Scheduling Activities (STG078). The six members in this job perform a mix of scheduling activities and management and supervision activities. Tasks that set members in this job apart from other members of the career field include the following:

- Develop weekly utilization or maintenance schedules
- Conduct supervisory performance feedback sessions
- Write or endorse military performance reports
- Maintain training records

- Determine or establish work assignments or priorities
- Conduct on-the-job training
- Counsel trainees on training progress
- Counsel subordinates concerning personal matters
- Interpret policies, directives, or procedures for subordinates

I. **First-line Supervisors** (STG111). The 111 members in this job have a much larger focus on management and supervisory activities. Tasks that set First-line Supervisors apart from other members of the career field include the following:

- Establish performance standards for subordinates
- Write recommendations for awards or decorations
- Conduct self-inspections or self-assessments
- Conduct general meetings, such as staff meetings, briefings, conferences, or workshops
- Assign personnel to work areas or duty positions
- Develop or establish work schedules
- Conduct supervisory orientations for newly assigned personnel

II. **ENTRY-LEVEL CLUSTER (STG029)**. Members in this cluster represent 4 percent of the survey sample. Most are relatively new to the Air Force. AD members in this cluster have average TAFMS of 4 years. They have narrow jobs, as the average job in the Entry-level Cluster consists of only 15 tasks. They spend 42 percent of their time Preparing, Updating, and Filing Forms, Records, and Reports and another 26 percent Performing Documentation Activities (Duties A and C, respectively). Representative tasks include the following:

- Maintain core automated maintenance system (CAMS) products
- Review CAMS data
- File AFTO Forms 781 Series
- Verify entries on AFTO Forms 781 Series

There predominant skill level is 2R151 (65 percent) while their predominant paygrade is E-4. Fifty-nine percent are on AD, while 30 percent are in the ANG and 11 percent are in the AFRC.

Four jobs were identified within this cluster. Each has a narrow but somewhat different focus. A description of each follows:

A. **Aircraft File Job** (STG089). The 9 members in this job focus narrowly on maintaining aircraft jacket files. On average, only 13 tasks are performed in these jobs. Tasks that tend to set members in this job apart from other members of the career field include the following:

- Maintain aircraft jacket files
- File AFTO Forms 781 Series
- Maintain AFTO Forms 95

B. **CAMS Products Job** (STG077). The 6 members in this job work almost exclusively with CAMS. On average, only 10 separate tasks are performed in these jobs. Representative tasks include the following:

- File scheduled maintenance reports
- Review CAMS data
- Maintain CAMS products

C. **Delayed Discrepancy Job** (STG064). The six members in this job focus narrowly on using data from CAMS to compute delayed discrepancies. On average, 18 tasks comprise these jobs. Representative tasks include the following:

- Compute delayed discrepancy data
- Conduct or attend daily maintenance planning meetings
- Review CAMS data
- Maintain CAMS products

D. **Forms Job** (STG069). The 10 members in this job concentrate on forms, performing an average of 15 tasks each. Tasks that set members in this job apart from other members of the career field include the following:

- Initiate AF Forms 2402 (Weekly Equipment Utilization and Maintenance Schedule)
- Initiate AF Forms 2401 (Equipment Utilization and Maintenance Schedule)
- Maintain AF Forms 2407 (Weekly/Daily Flying Schedule Coordination)
- Initiate AF Forms 2410 (Inspection/TCTO Planning Checklist)
- Verify entries on AFTO Forms 781 Series
- File AFTO Forms 781 Series (Aircraft Discrepancy, Inspection, and Maintenance Records)

III. **TIME CHANGE MONITOR JOB (STG097)**. The five members of this job represent less than 1 percent of the total survey sample. All are AD. They spend most of their time (49 percent) Performing Documentation Activities of Duty C. They perform an average of 15 tasks each. Tasks that set members in this job apart from other members of the career field include the following:

- Initiate time change actions
- Compute due time on newly added time change items
- Review TO changes
- Schedule replacement of time change items
- Validate inspection or time change requirements in system records
- Maintain records of recurring inspection times or dates

Their predominant skill level is 2R151 (62 percent), and their predominant paygrade is E-5. All are on AD, and they average 8.1 yrs TAFMS.

IV. **AVDO MONITOR JOB (STG137)**. This job constitutes a little more than 1 percent of the total sample. Respondents perform an average of 26 tasks. The members in the AVDO Monitor Job spend a third of their time (33 percent) on Performing Aerospace Vehicle Distribution (AVDO) Activities (Duty B). They devote another 28 percent of their time on Performing Documentation Activities. Tasks that set members in this job apart from other members of the career field include the following:

- Prepare gain, lose, or termination messages
- Prepare possession purpose identifier change messages
- Prepare or maintain reports on aerospace vehicle inventories
- Prepare or maintain reports on aerospace vehicle equipment status

The members in the AVDO Monitor Job have a predominate skill level of 2R151 (62 percent). There predominate paygrade is E-5. All 13 are on AD and average 12.5 years of TAFMs.

V. **ENGINE INFORMATION SYSTEM JOB (STG118)**. Accounting for a little more than one percent of the survey sample, the 16 members in this job spend 48 percent of their time in Duty E, Performing Engine Data Management Activities, performing an average of 16 tasks. They focus on running the Comprehensive Engine Maintenance System (CEMS). Tasks that set members in this job apart from most other members of the career field include the following:

- Maintain engine management system data base using CEMS
- Maintain CEMS products
- Set up or maintain engine records
- Maintain engine management system data base using CAMS
- Process entries on historical record

The predominant skill level is 2R151 (75 percent) and their predominate paygrade is E-5. Sixty-two percent of the members in the Engine Information System Job are on AD. The remainder is in AFRC. Active Duty members average 7.8 years TAFM.

VI. **RESERVE FORCES PRODUCTION CONTROLLER JOB (STG082)**. Nine members, who represent about 1 percent of the survey sample, perform this job. Performing an average of 20 tasks, they focus on Equipment Control and Supply Activities. These members report devote 31 percent of their duty time Performing General Supply and Equipment Activities of Duty G. Almost eighty percent are assigned to logistics supply squadrons. Tasks that set members in this job apart from most other members of the career field include the following:

- Issue or log turn ins of equipment, tools, parts, or supplies
- Inventory or store equipment, tools, parts, or supplies
- Prepare DD Forms 1348 Series (Supply Requisition)
- Complete AF Forms 2005 (Issue/Turn-In Request)
- Identify and report equipment or supply problems
- Process entries on AFTO Forms 350 (Reparable Item Processing Tag)
- Prepare DD Forms 1149 (Requisition and Invoice/Shipping Document)

None of the members in the Reserve Forces Production Control Job are on Active Duty. A third of the members (33 percent) are in the ANG; the other two-thirds (67 percent) are in the AFRC. Their predominant skill level is 2R151 (78 percent), while their predominant paygrade is E-6.

VII. **TMDE SCHEDULING JOB (STG232)**. Nine members perform this job; they represent about 1 percent of the sample. Focusing on scheduling the calibration and maintenance of test measurement dynamic equipment (TMDE), these members constitute the most clearly defined job in this study. Members in the TMDE Scheduling Job spend 50 percent of their duty time Performing TMDE Activities of Duty F, and 14 percent Preparing, Updating, and Filling Forms, Records, and Reports of Duty A. They report that they perform an average of 28 tasks. Tasks that set members in this job apart from most other members of the career field include the following:

- Distribute PMEL automated management system (PAMS) reports
- Verify incoming TMDE against PAMS
- Load or update PAMS system records
- Review PAMS reports
- Schedule calibration or maintenance of TMDE
- Schedule unscheduled TMDE maintenance
- Receive TMDE equipment
- Prepare TMDE for shipment
- Maintain lists of owning workcenters

All nine members are on AD. Moderately experienced personnel perform this job. Most are in the paygrade of E-4 and hold the 5-skill level. Respondents average 6 years TAFM.

VIII. **TRAINER JOB (STG149)**. Accounting for less than one percent of the survey sample, the seven members in this job spend 60 percent of their time Performing Training Activities. They perform an average of 30 tasks. Tasks that set members in this job apart from most other members of the career field include the following:

- Develop and procure training materials and aids
- Develop training programs, plans, and procedures
- Evaluate effectiveness of training programs, plans, or procedures
- Personalize lesson plans
- Develop written tests
- Establish and maintain student reference files
- Write training reports
- Conduct formal course classroom training
- Administer and score tests
- Inspect training materials and aids for operation and suitability

The predominant skill level is 2R151 (86 percent) and the predominant paygrade is E-6. Eighty-four percent of the members in Training Job are on AD. One member is in the ANG. AD members average 13.9 years TAFMS.

IV. **COMMAND-LEVEL MANAGERS (STG056).** This is a staff job, usually at the command level. Five senior members of the career field perform this job. They concentrate on providing policy direction and guidance for maintenance production management, devoting 38 percent of their time to Performing Management and Supervisory Activities of Duty H. Respondents reported performing an average of 44 tasks. Members with this job are distinguished by the time they spend on the following tasks:

- Write inspection reports
- Review drafts of supplements and changes to directives, such as policy directives, instructions, and manuals
- Write replies to inspection reports
- Write staff studies, surveys, and routine reports
- Draft supplements and changes to directives, such as policy directives, instructions, and manuals
- Evaluate inspection report findings and inspection procedures

All five members are on AD. The respondents holding this job are relatively experienced, averaging 16.6 years of TAFMs. Their predominant paygrade is E-7, and all of the members hold the 7-skill level.

Comparison of Current Jobs to Previous Survey Findings

The results of the specialty job analysis were compared to the previous OSR, dated July 1998. Table 5 lists the major jobs identified in the 2001 report and their equivalent jobs from the 1998 OSR. A review of the jobs performed by the current sample indicates that all the clusters and jobs identified in the 1998 OSR were matched to similar jobs identified in the 2001 report. In addition, the 2001 report identified two small jobs---the Training Job and the Command-Level Manager Job---that had not be identified in the earlier report.

The Maintenance Scheduling Cluster comprises the bulk of the specialty (85 percent). It encompasses two clusters and two jobs identified in the 1998 OSR. The Entry-level Cluster corresponds to the Documentation Job in the 1998 Report. The rest of the jobs reflect small, specialized niches within the career field; each contains about one percent of the survey respondents. With the exceptions of the Training Job and the Command-Level Job, all the stand-alone job identified in the current report correspond on a one-for-one bases with stand-alone jobs identified in the 1998 report. (Differences in job names reflect how tasks were grouped.)

So, aside from this minor variation involving a very small number of personnel, the vast majority of the current sample worked in jobs also identified in the 1998 study. This finding suggests a stable career ladder.

TABLE 3
AVERAGE PERCENT TIME SPENT ON DUTIES BY AD CAREER LADDER JOBS

<u>DUTIES</u>		MAINTENANCE SCHEDULING CLUSTER (STG023)	ENTRY- LEVEL CLUSTER (STG029)	TIME CHANGE MONITOR JOB (STG097)
A.	PREPARING, UPDATING AND FILING FORMS, RECORDS, AND REPORTS	14	42	13
B.	PERFORMING AEROSPACE VEHICLE DISTRIBUTION (AVDO) ACTIVITIES	9	12	7
C.	PERFORMING DOCUMENTATION ACTIVITIES	29	26	49
D.	PERFORMING PLANNING AND SCHEDULING ACTIVITIES	22	12	16
E.	PERFORMING ENGINE DATA MANAGEMENT ACTIVITIES	5	*	2
F.	PERFORMING TEST, MEASUREMENT, AND DIAGNOSTIC EQUIPMENT (TMDE) ACTIVITIES	0	0	0
G.	PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	1	0	*
H.	PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	12	4	*
I.	PERFORMING TRAINING ACTIVITIES	5	0	1
J.	PERFORMING GENERAL SUPPLY AND TECHNICAL ORDER (TO) ACTIVITIES	3	3	11

* Less than 1 percent

TABLE 3 (CONTINUED)

AVERAGE PERCENT TIME SPENT ON DUTIES BY AD CAREER LADDER JOBS

DUTIES	AVDO MONITOR JOB (STG058)	ENGINE INFORMATION SYSTEM JOB (STG118)	RES. FORCES PRODUCTION CONTROLLER JOB (STG082)
A. PREPARING, UPDATING AND FILING FORMS, RECORDS, AND REPORTS	14	24	16
B. PERFORMING AEROSPACE VEHICLE DISTRIBUTION (AVDO) ACTIVITIES	33	4	11
C. PERFORMING DOCUMENTATION ACTIVITIES	28	16	18
D. PERFORMING PLANNING AND SCHEDULING ACTIVITIES	13	5	4
E. PERFORMING ENGINE DATA MANAGEMENT ACTIVITIES	0	48	0
F. PERFORMING TEST, MEASUREMENT, AND DIAGNOSTIC EQUIPMENT (TMDE) ACTIVITIES	0	0	0
G. PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	*	0	31
H. PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	7	1	10
I. PERFORMING TRAINING ACTIVITIES	2	*	5
J. PERFORMING GENERAL SUPPLY AND TECHNICAL ORDER (TO) ACTIVITIES	2	*	5

* Less than 1 percent

TABLE 3 (CONTINUED)

AVERAGE PERCENT TIME SPENT ON DUTIES BY AD CAREER LADDER JOBS

DUTIES		TMDE SCHEDULING JOB (STG232)	TRAINING JOB (STG149)	COMMAND- LEVEL MANAGERS JOB (STG056)
A.	PREPARING, UPDATING AND FILING FORMS, RECORDS, AND REPORTS	14	7	10
B.	PERFORMING AEROSPACE VEHICLE DISTRIBUTION (AVDO) ACTIVITIES	*	*	18
C.	PERFORMING DOCUMENTATION ACTIVITIES	10	*	15
D.	PERFORMING PLANNING AND SCHEDULING ACTIVITIES	4	*	2
E.	PERFORMING ENGINE DATA MANAGEMENT ACTIVITIES	*	0	3
F.	PERFORMING TEST, MEASUREMENT, AND DIAGNOSTIC EQUIPMENT (TMDE) ACTIVITIES	51	0	*
G.	PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	13	*	*
H.	PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	4	23	38
I.	PERFORMING TRAINING ACTIVITIES	4	60	4
J.	PERFORMING GENERAL SUPPLY AND TECHNICAL ORDER (TO) ACTIVITIES	1	7	9

* Less than 1 percent

TABLE 4
SELECTED BACKGROUND DATA FOR SPECIALTY CLUSTERS AND JOBS

	MAINTENANCE SCHEDULING CLUSTER	ENTRY- LEVEL CLUSTER	TIME CHANGE MONITOR JOB	AVDO MONITOR JOB	ENGINE INFORMATION SYSTEM JOB
NUMBER IN GROUP	841	37	5	13	16
PERCENT OF SAMPLE	85%	4%	1%	1%	1%
PERCENT IN CONUS	80%	86%	60%	69%	81%
<u>DAFSC DISTRIBUTION:</u>					
2R131	12%	22%	0%	8%	13%
2R151	48%	65%	100%	62%	75%
2R171	37%	11%	0%	30%	12%
2R191	3%	2%	0%	0%	0%
<u>COMPONENT STATUS:</u>					
ACTIVE DUTY	67%	59%	100%	100%	62%
AIR NATIONAL GUARD	21%	30%	0%	0%	38%
AIR FORCE RESERVE	12%	11%	0%	0%	0%
PREDOMINANT GRADE(S)	E-5	E-4	E-4/E-5	E-5	E-5
AVG. MONTHS IN CAREER FIELD	101	55	86	138	58
AVG. MONTHS IN SERVICE	12%	47	96	150	94
PERCENT IN FIRST ENLISTMENT	18%	38%	20%	0%	31%
PERCENT SUPERVISING	51%	10%	0%	54%	6%
AVG. NUMBER OF TASKS PERFORMED	67	15	15	26	16

TABLE 4 (CONTINUED)

SELECTED BACKGROUND DATA FOR SPECIALTY CLUSTERS AND JOBS

	RESERVE FORCES PRODUCTION CONTROL JOB	TMDE SCHEDULING MONITOR	TRAINING JOB	COMMAND- LEVEL MANAGERS JOB
NUMBER IN GROUP	9	13	7	5
PERCENT OF SAMPLE	1%	1%	1%	1%
PERCENT IN CONUS	89%	62%	100%	80%
<u>DAFSC DISTRIBUTION:</u>				
2R131	0%	8%	0%	0%
2R151	78%	92%	86%	0%
2R171	22%	0%	14%	100%
2R191	0%	0%	0%	0%
<u>COMPONENT STATUS:</u>				
ACTIVE DUTY	0%	100%	86%	100%
AIR NATIONAL GUARD	33%	0%	14%	0
AIR FORCE RESERVE	67%	0%	0%	0
PREDOMINANT GRADE(S)	E-6	E-4	E-6	E-7
AVG. MONTHS IN CAREER FIELD	107	58	130%	180
AVG. MONTHS IN SERVICE	NA	72	166%	202
PERCENT IN FIRST ENLISTMENT	NA	47%	0%	0%
PERCENT SUPERVISING	44%	8%	29%	0%
AVG. NUMBER OF TASKS PERFORMED	20	28	30	44

TABLE 5

SPECIALTY JOB COMPARISONS BETWEEN CURRENT AND 1998 SURVEY

CURRENT SURVEY (N = 986)	1998 SURVEY (N=1,129)
Maintenance Scheduling Cluster	Maintenance Production Management Cluster Plans and Scheduling Job Flying Hour Program Scheduling Job Supervisory Cluster
Entry-Level Cluster	Documentation Job
Time Change Monitor Job	Time Change Monitor
AVDO Monitor Job	AVDO Monitor Job
Engine Information System Job	Junior Engine Management Job
Reserve Forces Production Controller Job	AR/ANG Production Controller Job
TMDE Scheduling Job	TMDE Job
Training Job	*
Command-Level Managers	*

* Indicates no match in report

Summary

This analysis of specialty jobs identified two clusters of jobs and seven independent jobs. The Maintenance Scheduling Cluster (85 percent) represents the core of the Maintenance Production Management career field. Members in the much smaller Entry-level Cluster (4 percent) have very narrow jobs; AD members in this cluster have average TAFMS of 4 years. The seven independent jobs reflect small, specialized niches within the career field; each contains about a percent of the survey respondents. The job structure within in Maintenance Production Management career field has remained stable since 1998.

ANALYSIS OF DAFSC GROUPS

An analysis of DAFSC groups, in conjunction with the analysis of the career ladder structure, is an important part of each occupational survey. The DAFSC analysis identifies differences in tasks performed at the various skill levels. This information may then be used to evaluate how well career ladder documents, such as the AFMAN 36-2108 *Specialty Description* and the STS reflect what career ladder personnel are actually doing in the field and what is required of their members.

The distribution of skill-level groups across the entire career ladder specialty jobs is displayed in Tables 6, while Tables 7 offers another perspective by displaying the relative percent time spent on each duty across the skill-level groups. These tables indicate that the jobs performed in the Maintenance Scheduling Cluster are core to the career field.

The comparison of DAFSCs has been divided into AD, ANG, and AFRC samples. The Active Duty sample contains 3-, 5-, 7- and 9-skill levels. The ANG and AFRC samples permitted the analysis of only the 5-, 7-, and 9- skill levels.

Active Duty Skill-Level Descriptions

Regardless of skill level, roughly 80 to 90 percent of all AD members are working in the Maintenance Scheduling Cluster (see Table 8). Table 9 shows a typical pattern of progression is present among AD members, with personnel spending more of their relative time on duties involving supervisory, managerial, and training tasks as they move upward toward the 7- or 9-skill level.

DAFSC 2R131. The 117 AD airmen in the 3-skill level group represent 12 percent of the survey sample and perform an average of 36 tasks. As shown in Table 85 percent of these airmen are in the Maintenance Scheduling Cluster. They devote 31 percent of their relative duty time Performing Documentation Activities of Duty C and another 31 percent of their time is spent Performing Planning and Scheduling Activities of Duty D (see Table 9). Most of their time is devoted to technical duties, such as maintaining CAMS products and reviewing CAMS data. Table 10 displays representative tasks performed by the highest percentages of these airmen.

DAFSC 2R151. The 377 AD airmen in the 5-skill level group constitute 38 percent of the survey sample (the largest DAFSC group of the survey) and perform an average of 50 tasks. Eighty-three percent of these 5-skill level members are in the Maintenance Scheduling Cluster. Thirty percent of their relative job time is spent Performing Documentation Activities, 22 percent is spent Planning and Scheduling Activities, and 17 percent is spent Preparing, Updating, and Filing Forms, Records, and Reports (Duties C, D, and A) (see Table 9). Table 11 displays representative tasks performed by the highest percentages of these airmen. Table 12 displays those tasks that reflect differences between the 3- and 5-skill level groups. It suggests that the addition of management, supervision, and training tasks broadens the jobs of AD 5-skill levels and sets them apart from AD 3-skill levels.

DAFSC 2R171. The 161 AD NCOs in this 7-skill level group constitute 16 percent of the survey sample and perform an average of 79 tasks. Ninety-one percent of these 7-skill level members are in the Maintenance Scheduling Cluster (see Table 8). Thirty-nine percent of their relative job time is spent on the usual supervisory, management, and training duties (almost three times the percentage of 5-skill personnel). The remaining 61 percent of their time is dedicated to technical tasks (see Table 9). The tasks displayed in Table 13 clearly show supervisory responsibilities. Table 14 displays those tasks that differentiate between the 5- and 7-skill level groups, and shows a further job broadening, with the assumption of additional management and supervisory tasks. Many involve evaluating personnel and managing their section's workload.

DAFSC 2R191. The 11 senior AD NCOs in this 9-skill level group constitute 1 percent of the survey sample and perform an average of 69 tasks. Eighty-two percent of these 9-skill level members are in the Maintenance Scheduling Cluster (see Table 8). Table 9 shows that more than 60 percent of their relative job time is spent in the supervisory, management, and training duties (i.e., Duties H and I). Table 15 clearly shows the breadth of supervisory and management functions at the 9-skill level. It also reflects that these senior NCOs perform limited technical AFSC-specific tasks. Table 16 displays those tasks that differentiate the 9-skill level group from the 7-skill level groups, and shows that AD 9-skill level personnel shed additional technical tasks to take on higher-level management tasks.

ANG Skill-Level Descriptions

DAFSC 2R151. Seventy-one members make up the ANG 5-skill level group, and they account for 7 percent of the survey sample. While 73 percent of these members are in the Maintenance Schedule Cluster, some are also in the Entry-Level Cluster and the Engine Information System Job (see Table 17). All are focused on technical duties (see Table 18). Table 19 displays the tasks performed by group members. It reinforces the conclusion that these members focus on technical tasks, performing tasks such as maintaining and reviewing CAMS products, maintaining historical data on assigned equipment, and filing and verifying entries on AFTO Forms 781-Series.

DAFSC 2R171. The 118 members of this group account for 12 percent of the survey sample. The majority of these members (92 percent) are mostly found in the Maintenance Scheduling Cluster (see Table 17). Table 18 indicates that the work performed by these members remains predominately technical, though it includes a higher percentage of management, supervision, and training activities. Table 20 displays representative tasks performed by DAFSC 2R171 members, while Table 21 displays tasks that best distinguishes 7-skill level personnel from 5-skill level personnel in the ANG. Most of these distinguishing tasks are training, management, and supervisory activities performed by 7-skill level personnel.

DAFSC 2R191. The 17 members of this group account for 2 percent of the survey and perform an average of 96 tasks. Eighty-eight percent of this group is found in the Maintenance Scheduling Cluster (see Table 17). While they devote 26 percent of their relative time to management, supervisory, and training activities, they retain a strong focus on technical activities (see Table 18). Table 22 displays this mix of technical and leadership activities. Table 23 shows the continued shift from technical tasks at the 7-skill level to management and supervisory activities at the 9-skill level.

Air Force Reserve Skill-Level Descriptions

DAFSC 2R151. The 43 airmen in the AFRC 5-skill level group represent 4 percent of the total survey sample, and spend 48 percent of their relative job time performing duties which involve documentation and planning and scheduling functions (see Table 25). The remaining 52 percent of their time is spent on a broad range of technical tasks. While 77 percent of these members fall into the Maintenance Scheduling Cluster, a significant minority is in the Reserve Forces Production Control Job (see Table 24). Table 26 lists the tasks performed by the largest percentage of members in the AFRC 5-skill level group.

DAFSC 2R171. The 65 airmen in the 7-skill level constitute 6 percent of the survey sample. Ninety-two percent of the personnel are found in the Maintenance Scheduling Cluster (see Table 24). Twenty percent of their relative job time is spent on tasks in supervisory, managerial, training, and administrative duties (see Table 25). These incumbents are more involved in technical tasks such as incorporating inspection and time changes to weekly schedules, coordinating TCTOs with other workcenters, and distributing maintenance plans and schedules, than their AD counterparts. Table 27 provides a list of representative tasks for these incumbents.

Tasks that best distinguish 7-skill level personnel from the 5-skill AFRC personnel are shown in Table 28. The data indicate that 7-skill level members add management, supervisory, and training tasks to their technical work load.

DAFSC 2R191. The AFRC 9-skill level personnel constitute less than 1 percent of the survey sample. All but one of these members is found in the Maintenance Scheduling Cluster (see Table 24). While 39 percent of their relative job time is devoted to management, supervisory, and training duties, these members still devote a majority of their relative job time to technical tasks (see Table 25). This mix of management, supervisory, training and technical tasks also

shows up in the representative tasks listed in Table 29. Table 30 gives the tasks that best distinguish 9-skill level personnel from 7-skill level personnel. They include annotating time and attendance sheets for civilian employees and reviewing budget requirements.

Summary

A typical career ladder progression within the AFSC 2R1X1 career ladder is evident in the Active Force, with the 3- and 5-skill level airmen focusing on technical tasks. The AD 5-skill level group starts to take on some management, supervisory, and training tasks. Although AD at the 7-skill level continue to devote a majority of their relative job time to technical tasks, 39 percent of their job time is devoted to management, supervisory, and training tasks. A shift toward supervisory functions is evident. The AD 9-skill level group has a heavy focus on management, supervisory, and training activities.

Career ladder progression is different for AFSC 2R1X1 members in the ANG and AFRC. The reserve forces have only 3-skill level members in the survey sample. Career ladder progression really takes in only the 5-, 7-, and 9-skill levels. Moreover, 7- and 9-skill level members remain much more focused on technical tasks than do their AD counterparts.

TRAINING ANALYSIS

This training analysis can provide information important for developing training pertinent to personnel in their first enlistments. Pertinent information includes the overall description of the job being performed by first-enlistment personnel and their overall distribution across career ladder jobs. They also include percentages of first-job (1-24 months TAFMS) or first-enlistment (1-48 months TAFMS) members performing specific tasks, as well as Task Emphasis (TE) and Task Difficulty (TD) ratings (previously explained in the **SURVEY METHODOLOGY** section).

To assist in the evaluation of the Specialty Training Standard (STS) and the Plan of Instruction (POI), technical school personnel from 362 TRS/RMT matched JI tasks to appropriate sections and subsections of the STS and the POI for Course J3ABR2R131, Maintenance Production Management, dated November 2000. A complete computer listing has been forwarded to the technical school for its use detailed reviews of appropriate training documents. The listing displays the percent members performing tasks and TE and TD ratings for each task, along with the STS and POI matchings. A summary of this information is presented below.

First-Enlistment Personnel

In this study, there are 178 AD members in their first enlistment (1-48 months TAFMS), representing 18 percent of the total survey sample. The activities performed by these personnel are highly technical in nature. As displayed in Table 31, personnel spend the majority of their job time in three areas: Duty C, Performing Documentation Activities (32 percent); Duty D, Performing Planning and Scheduling Activities (26 percent); and Duty A, Preparing, Updating and Filing Forms, Records, and Reports (20 percent). Distribution of these personnel across the

career ladder job is displayed in Figure 2, which shows that 4 out of 5 first-enlistment airmen are included in the Maintenance Scheduling Cluster. Table 32 lists representative tasks performed by these members; they include maintaining CAMS products, reviewing CAMS data, and maintaining historical data on assigned equipment.

**DISTRIBUTION OF 2R1X1 ACTIVE DUTY
FIRST-ENLISTMENT PERSONNEL
ACROSS SPECIALTY JOBS
(N = 178)**

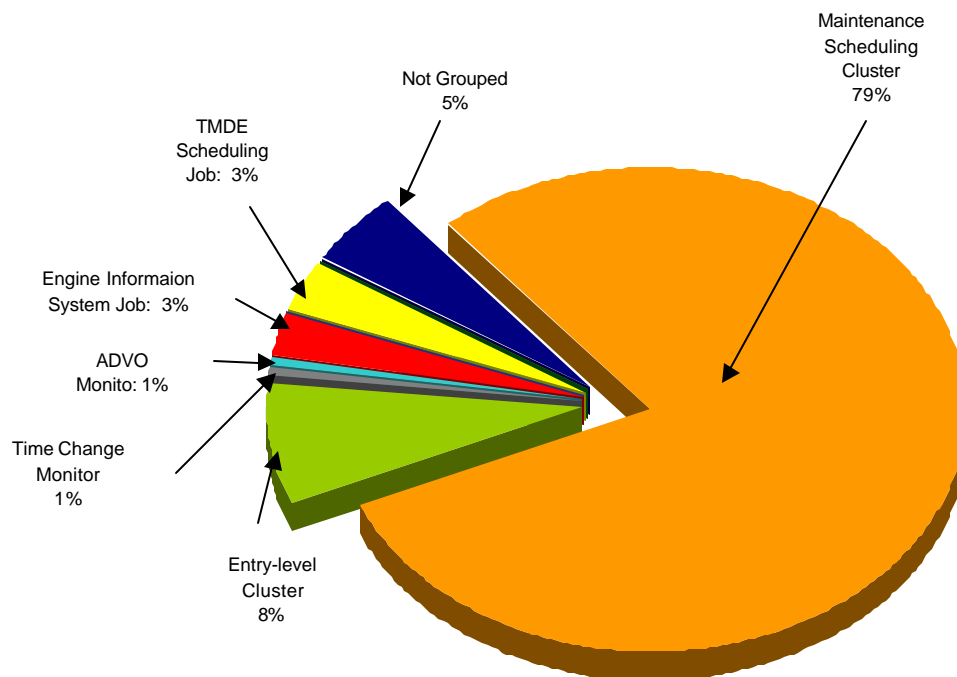


FIGURE 2

Training Emphasis (TE), Task Difficulty (TD), and Automated Training Indicators (ATIs)

TE and TD ratings provide additional information that can assist technical school personnel in deciding which tasks to emphasize in entry-level training. These ratings reflect the judgments of senior career ladder NCOs working at operational units in the field. They are collected to provide training personnel an indication of those tasks in the JI considered important for first-enlistment training (TE) (see Table 33 for the top-rated tasks) and of those tasks considered most difficult to learn (TD) (see Table 34 for the top-rated tasks). Forty-one tasks had high TE ratings, with ratings over 4.52, and 32 tasks had high TD ratings, with ratings equaling or exceeding 6.0.

When considered along with data on the percentages of first-enlistment personnel performing tasks, trainers can use the TE and TD ratings to decide whether adjustments in training are warranted. For example, tasks receiving high scores on both ratings, accompanied by moderate to high percentages performing, may warrant resident training. Those tasks receiving high task factor ratings, but low percentages performing, may be more appropriately planned for OJT programs within the career ladder. Low ratings highlight tasks that might be best omitted from training for first-enlistment personnel, but this decision must be weighed against percentages of personnel performing the tasks, command concerns, and criticality of the tasks.

To assist technical school personnel, AFOMS has developed a computer program that incorporates these secondary factors and the percentage of first-enlistment personnel performing each task to produce an Automated Training Indicator (ATI) for each task. These indicators correspond to training decisions listed and defined in the Training Decision Logic Table found in Attachment 2, AETCI 36-2601, Occupational Analysis Program, and allows course personnel to quickly focus their attention on those tasks which are most likely to qualify for initial resident course consideration. Table 35 lists those tasks with the highest ATI of eighteen.

Various lists of tasks, accompanied by TE and TD ratings, and where appropriate, ATI information, are contained in the TRAINING EXTRACT package and should be reviewed in detail by technical school personnel. (For a more detailed explanation of TE and TD ratings, see Task Factor Administration in the **SURVEY METHODOLOGY** section of this report.)

Specialty Training Standard (STS)

Technical school personnel from the Sheppard Training Center matched JI tasks to sections and subsections of the Maintenance Production Management STS and to the Plan of Instruction (POI) for course J3ABR2R131. Listings of the STS and POI were then produced. They showed tasks matched, percent members performing the tasks, and TE and TD ratings for each matched task. These listings are included in the Training Extract sent to the school for review.

AETCI 36-2601 provided criteria for reviewing each STS element to which the technical school personnel had matched one or more tasks. Any element with matched tasks performed by 20 percent or more first-job, first-enlistment, 5-, or 7-skill level members is considered to be supported and should be part of the STS.

The survey data fails to support only five elements of the current STS. These elements are listed in Table 36. In addition, training personnel should consider for inclusion in the STS one task that is not referenced currently. It is Task C0046---complete AF Forms 2001. It was performed by 21 percent of the individuals in their first enlistment.

Plan of Instruction (POI)

The SMEs from the technical school matched JI tasks to related learning objectives in POI J3ABR2R131, dated November 2000. They employed methods like those used in the STS analysis.

The analysis described here compared the learning objectives to the standards set forth in Attachment 1, AETFI 26-2601 (30 percent or more of the criterion first-job or first-enlistment group members performing tasks, along with sufficiently high TE and TD ratings on those tasks). Learning objectives that do not meet these criteria should be considered for elimination from the formal course.

Review of the tasks matched to the POI reveals that two of the matched learning objectives were not supported by OSR data. The two objectives, along with accompanying JI task and survey data, may be found in Table 37.

Seven technical tasks performed by over 30 percent of first-enlistment personnel were not matched to the POI. Table 38 lists the seven tasks. Several of these tasks also have high TE or TD ratings. Training personnel and SMEs should review these and other unreferenced tasks to determine if they should be included in the formal course.

JOB SATISFACTION ANALYSIS

Information on job satisfaction can give career ladder managers a better understanding of some factors that may affect the job performance of airmen in the career ladder. To provide information on job satisfaction, questions covering job interest, perceived utilization of talents and training, sense of accomplishment from work, and reenlistment intentions were included on the survey CD. The responses of the current survey sample were then analyzed by making several comparisons: (1) among AD TAFMS; (2) between current and previous survey TAFMS groups; and (3) across those clusters and jobs identified in the **SPECIALTY JOBS** section of this report.

Table 39 compares first-enlistment (1-48 months TAFMS), second-enlistment (49-96 months TAFMS), and career (97+ months TAFMS) group data to corresponding enlistment groups from other non-lateral Direct Support AFSCs surveyed during the previous calendar year. These data show that during their first two enlistments, members in 2R1X1 generally indicate higher levels of job satisfaction than members in similar career fields. However, the higher levels of job satisfaction for airmen in their second enlistment is not reflected in higher reenlistment intentions.

Table 40 compares current survey respondents with respondents in the last survey. In contrast to members of some other career fields, 2R1X1 members do not indicate a decline in most indicators of job satisfaction. Indeed, many indicators have actually improved. Beyond the first reenlistment point, members do show a slight decline in reenlistment intentions.

Table 41 presents job satisfaction data for the members grouped into clusters and independent jobs within 2R1X1 Career Field. It highlights the Reserve Forces Production Control Job and the TMDE Scheduling Job as two small pockets within the AFSC with relatively low levels of job satisfaction.

IMPLICATIONS

This survey was initiated to provide current job and task data for use in evaluating the AFMAN 36-2108 *Specialty Description* and the training documents.

Overall, the survey data for the Maintenance Production Management career field reflects a well functioning career ladder for AD personnel. Three-skill level AD personnel are narrowly focused on a few technical tasks. Five-skill level AD personnel broaden their range of technical tasks while beginning to take on a few supervisory and training tasks. Seven-skill level AD members perform a mixture of technical and supervisory functions. Nine-skill level AD members perform tasks related to managing the 2R1X1 career ladder.

Career ladder progression is different for AFSC 2R1X1 members in the ANG and AFRC. The reserve forces have relatively few 3-skill level members. Career ladder progression really takes in only the 5-, 7-, and 9-skill levels. Moreover, 7- and 9-skill level members remain much more focused on technical tasks than do their AD counterparts. .

Survey data show the AFMAN 36-2108 *Specialty Description* accurately reflects the jobs and tasks currently being performed in the career ladder.

The analyses of the STS and the POI identified unsupported paragraphs and learning objectives. It also identified tasks not referenced in the documents that were being performed by enough members to warrant inclusion. The unsupported areas and the non-referenced tasks should be reviewed to determine if their inclusion in future revisions of these documents is warranted.

With the exception of members in two small jobs, job satisfaction remains high when compared to similar career fields.

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APPENDIX A

**SELECTED REPRESENTATIVE TASKS PERFORMED BY
MEMBERS OF CAREER LADDER JOBS**

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TABLE A1
MAINTENANCE SCHEDULING CLUSTER

TASKS		PERCENT MEMBERS PERFORMING (N=841)
A0013	Maintain core automated maintenance system (CAMS) products	72
C0052	Coordinate time compliance technical orders (TCTOs) with other workcenters	72
C0065	Maintain historical data on assigned equipment	71
A0012	Maintain AFTO Forms 95 (Significant Historical Data)	71
D0112	Schedule accomplishment of TCTOs	71
C0054	Evaluate TCTO status for assigned equipment	71
A0009	Initiate AF Forms 2410 (Inspection/TCTO Planning Checklist)	68
B0041	Review CAMS data	67
C0055	Incorporate inspection and time changes into weekly schedules	66
D0100	Distribute maintenance plans or schedules	65
C0079	Review or monitor status of TCTO programs	65
C0083	Validate inspection or time change requirements in system records	65
D0113	Schedule replacement of time change items	65
D0090	Conduct or attend daily maintenance planning meetings	63
C0059	Load initial inspection or time change requirements into system records	62
D0102	Initiate scheduled inspections	61
C0048	Compute due time on newly added time change items	61
C0049	Conduct records review, other than equipment records	60
C0057	Initiate time change actions	59
C0050	Conduct quarterly or semiannual reviews of equipment records	59
D0104	Maintain or update long-range plans	58
C0060	Load TCTO requirements into system records	58
C0084	Verify equipment operating times in system records	58
C0067	Maintain records of recurring inspection times or dates	57
A0025	Verify entries on AFTO Forms 781-Series	57
D0108	Prepare inspection packages	57
A0005	File scheduled maintenance reports	57
A0004	File correspondence	57
C0063	Maintain aircraft jacket files	56
A0016	Open or close remote devices	56
A0003	File AFTO Forms 781-Series (Aircraft Discrepancy, Inspection, and Maintenance Records)	55
A0011	Maintain AF Forms 2407 (Weekly/Daily Flying Schedule Coordination)	54
D0089	Conduct pre/post-inspection meetings	54
C0082	Update job flow packages	52
D0099	Develop weekly utilization or maintenance schedules for aerospace vehicles	51
C0053	Correct aerospace vehicle flying times	51

TABLE A2
ENTRY-LEVEL CLUSTER

TASKS		PERCENT MEMBERS PERFORMING (N=37)
A0013	Maintain core automated maintenance system (CAMS) products	81
B0041	Review CAMS data	78
A0003	File AFTO Forms 781-Series (Aircraft Discrepancy, Inspection, and Maintenance Records)	73
A0025	Verify entries on AFTO Forms 781-Series	68
A0005	File scheduled maintenance reports	49
A0012	Maintain AFTO Forms 95 (Significant Historical Data)	43
C0063	Maintain aircraft jacket files	41

TABLE A3
TIME CHANGE MONITOR JOB

TASKS		PERCENT MEMBERS PERFORMING (N=5)
A0013	Maintain core automated maintenance system (CAMS) products	100
C0057	Initiate time change actions	80
D0113	Schedule replacement of time change items	80
C0048	Compute due time on newly added time change items	80
B0041	Review CAMS data	80
J0230	Review TO changes	80
C0083	Validate inspection or time change requirements in system records	60
C0067	Maintain records of recurring inspection times or dates	60
C0050	Conduct quarterly or semiannual reviews of equipment records	60
C0051	Coordinate correction or resubmission of documentation with users	60
C0059	Load initial inspection or time change requirements into system records	60
J0227	Maintain TO libraries	60

TABLE A4
AVDO MONITOR JOB

TASKS		PERCENT MEMBERS PERFORMING (N=13)
A0013	Maintain core automated maintenance system (CAMS) products	85
B0041	Review CAMS data	85
B0034	Prepare gain, loss, or termination messages	85
B0035	Prepare possession purpose identifier change messages	85
C0083	Validate inspection or time change requirements in system records	77
B0036	Prepare or maintain reports on aerospace vehicle equipment status	69
B0037	Prepare or maintain reports on aerospace vehicle inventories	69
C0082	Update job flow packages	62
D0090	Conduct or attend daily maintenance planning meetings	62
B0038	Prepare or maintain reports on aerospace vehicle utilization	62
A0016	Open or close remote devices	54
B0040	Review aerospace vehicle equipment utilization reports for accuracy	54
B0029	Correct aerospace vehicle equipment utilization data	54
C0059	Load initial inspection or time change requirements into system records	46
D0100	Distribute maintenance plans or schedules	46
C0069	Perform aircraft configuration management activities	46
D0111	Request depot-level assistance using TO 00-25-107 (Maintenance Assistance) procedures	46
H0160	Counsel subordinates concerning personal matters	46
B0039	Review aerospace vehicle equipment inventory documents for accuracy	46
C0074	Process transfers of equipment in system records	46

TABLE A5
ENGINE INFORMATION SYSTEM JOB

TASKS		PERCENT MEMBERS PERFORMING (N=16)
E0120	Maintain engine management system data base using CEMS	100
A0014	Maintain comprehensive engine management system (CEMS) products	100
E0128	Set up or maintain engine records	94
E0119	Maintain engine management system data base using CAMS	75
E0127	Process entries on historical records	75
A0012	Maintain AFTO Forms 95 (Significant Historical Data)	69
E0129	Update engine status in system records	63
E0130	Verify or update engine accumulated hour and event data	63
A0013	Maintain core automated maintenance system (CAMS) products	56
C0065	Maintain historical data on assigned equipment	56
E0125	Prepare engines or associated equipment for shipment	50
B0041	Review CAMS data	44
E0126	Process engine or module initialization data	44
A0016	Open or close remote devices	44

TABLE A6

RESERVE SERVICES PRODUCTION CONTROLLER JOB

TASKS		PERCENT MEMBERS PERFORMING (N=9)
A0021	Process entries on AFTO Forms 350 (Reparable Item Processing Tag)	100
B0042	Review GO-81 (CAMS for maintenance) data	89
G0148	Issue or log turn-ins of equipment, tools, parts, or supplies	89
G0147	Inventory or store equipment, tools, parts, or supplies	89
C0047	Complete AF Forms 2005 (Issue/Turn-In Request)	89
A0020	Prepare DD Forms 1348-Series (Supply Requisition)	89
A0019	Prepare DD Forms 1149 (Requisition and Invoice/Shipping Document)	78
G0144	Identify and report equipment or supply problems	67
C0049	Conduct records review, other than equipment records	56
G0141	Coordinate supply-related matters with appropriate agencies	44
G0145	Initiate documentation to turn in excess or surplus property	44
G0146	Initiate letters of justification for supply-related matters	44

TABLE A7
TMDE SCHEDULING JOB

TASKS		PERCENT MEMBERS PERFORMING (N=13)
F0138	Schedule calibration or maintenance of TMDE	100
F0140	Verify incoming TMDE against PAMS	100
F0136	Receive TMDE equipment	100
F0139	Schedule unscheduled TMDE maintenance	100
F0133	Load or update PAMS system records	100
F0137	Review PAMS reports	100
F0132	Distribute PMEL automated management system (PAMS) reports	100
F0135	Prepare TMDE for shipment	92
A0019	Prepare DD Forms 1149 (Requisition and Invoice/Shipping Document)	92
A0021	Process entries on AFTO Forms 350 (Reparable Item Processing Tag)	92
C0066	Maintain lists of owning workcenters	92
C0078	Review or maintain master ID lists	85
G0149	Maintain documentation on items requiring periodic inspections or calibrations	77
G0143	Evaluate serviceability of equipment	54
G0147	Inventory or store equipment, tools, parts, or supplies	54
A0022	Secure classified documents or equipment	54
F0131	Deliver test, measurement, and diagnostic equipment (TMDE)	54

TABLE A8
TRAINING JOB

TASKS		PERCENT MEMBERS PERFORMING (N=7)
I0210	Evaluate effectiveness of training programs, plans, or procedures	100
I0208	Develop or procure training materials or aids	100
I0211	Evaluate progress of trainees	100
I0206	Develop training programs, plans, or procedures	100
I0203	Counsel trainees on training progress	100
I0199	Brief personnel concerning training programs or matters	100
I0209	Establish or maintain study reference files	86
I0204	Determine training requirements	86
I0215	Personalize lesson plans	86
I0207	Develop written tests	86
I0201	Conduct formal course classroom training	71
I0213	Inspect training materials or aids for operation or suitability	71
I0198	Administer or score tests	71
A0016	Open or close remote devices	71
I0214	Maintain training records or files	71
H0178	Evaluate personnel for compliance with performance standards	71
I0217	Write training reports	71
H0183	Inspect personnel for compliance with military standards	71
I0202	Conduct on-the-job training (OJT)	57
I0200	Complete student entry or withdrawal forms	57
I0205	Develop formal course curricula, plans of instruction (POIs), or specialty training standards (STSs)	57
H0156	Conduct self-inspections or self-assessments	57
H0184	Interpret policies, directives, or procedures for subordinates	57
H0160	Counsel subordinates concerning personal matters	57
H0173	Establish performance standards for subordinates	57
H0181	Initiate actions required due to substandard performance of personnel	57
J0219	Destroy classified materials or documents	57

TABLE A9
COMMAND-LEVEL MANAGERS

TASKS		PERCENT MEMBERS PERFORMING (N=5)
H0188	Review drafts of supplements or changes to directives, such as policy directives, instructions, or manuals	100
A0016	Open or close remote devices	100
A0004	File correspondence	100
H0191	Write inspection reports	100
J0230	Review TO changes	100
H0194	Write replies to inspection reports	100
H0184	Interpret policies, directives, or procedures for subordinates	80
H0171	Draft supplements or changes to directives, such as policy directives, instructions, or manuals	80
H0195	Write staff studies, surveys, or routine reports, other than training or inspection reports	80
H0175	Evaluate inspection report findings or inspection procedures	80
H0172	Establish organizational policies, such as operating instructions (OIs) or standard operating procedures (SOPs)	80
B0041	Review CAMS data	80
J0218	Compile data for records, reports, logs, or trend analyses	80
H0166	Develop self-inspection or self-assessment program checklists	80
C0079	Review or monitor status of TCTO programs	80
B0040	Review aerospace vehicle equipment utilization reports for accuracy	60
B0042	Review GO-81 (CAMS for maintenance) data	60
H0154	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	60
C0077	Review discrepancy data in system records	60
J0231	Write minutes of briefings, conferences, or meetings	60
H0167	Develop or establish work methods or procedures	60
A0013	Maintain core automated maintenance system (CAMS) products	60
I0210	Evaluate effectiveness of training programs, plans, or procedures	60
H0156	Conduct self-inspections or self-assessments	60
H0157	Conduct staff assistance visits, inspections, or audits	60
J0219	Destroy classified materials or documents	60

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APPENDIX B:

TABLES 6 - 41

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TABLE 6

DISTRIBUTION OF ALL DAFSC 2R1X1 GROUP MEMBERS ACROSS SPECIALTY JOBS
(PERCENT RESPONDING)

SPECIALTY JOBS		DAFSC 2R131 (N=118)	DAFSC 2R151 (N=491)	DAFSC 2R171 (N= 344)	DAFSC 2R191 (N= 33)
I	Maintenance Scheduling Cluster	85	80	90	76
II	Entry-level Cluster	7	5	1	3
III	Time Change Monitor Job	0	1	0	0
IV	AVDO Monitor Job	1	2	1	0
V	Engine Information System Job	2	2	1	0
VI	Reserves Forces Production Controller Job	0	1	1	0
VII	TMDE Scheduling Job	1	2	0	0
VIII	Training Scheduling Job	0	1	*	0
IX	Command-level Managers	0	0	1	0
	Not Grouped	4	6	4	21

* Less than 1 percent

TABLE 7

AVERAGE PERCENT TIME SPENT PERFORMING DUTIES BY DAFSC 2R1X1 GROUPS
(RELATIVE PERCENT OF JOB TIME)

DUTIES	2R131 (N=118)	2R151 (N=491)	2R171 (N=344)	2R191 (N=33)
A. PREPARING, UPDATING AND FILING FORMS, RECORDS, AND REPORTS	19	18	13	10
B. PERFORMING AEROSPACE VEHICLE DISTRIBUTION (AVDO) ACTIVITIES	10	9	9	9
C. PERFORMING DOCUMENTATION ACTIVITIES	32	29	23	19
D. PERFORMING PLANNING AND SCHEDULING ACTIVITIES	31	19	19	15
E. PERFORMING ENGINE DATA MANAGEMENT ACTIVITIES	4	6	5	3
F. PERFORMING TEST, MEASUREMENT, AND DIAGNOSTIC EQUIPMENT (TMDE) ACTIVITIES	*	1	*	*
G. PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	*	2	*	*
H. PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	*	8	19	31
I. PERFORMING TRAINING ACTIVITIES	*	5	8	9
J. PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER SYSTEM ACTIVITIES	1	3	3	3

* Less than 1 percent

TABLE 8

DISTRIBUTION OF AD DAFSC 2R1X1 GROUP MEMBERS ACROSS SPECIALTY JOBS
(PERCENT RESPONDING)

SPECIALTY JOBS		DAFSC 2R131 (N=117)	DAFSC 2R151 (N=377)	DAFSC 2R171 (N=161)	DAFSC 2R191 (N=11)
I	Maintenance Scheduling Cluster	85	83	91	82
II	Entry-level Cluster	7	3	1	0
III	Time Change Monitor Job	0	2	0	0
IV	AVDO Monitor Job	1	2	2	0
V	Engine Information System Job	2	2	0	0
VI	Reserves Services Production Controller Job	0	0	0	0
VII	TMDE Scheduling Job	1	3	0	0
VIII	Training Scheduling Job	0	2	0	0
IX	Command-level Managers	0	0	3	0
	Not Grouped	4	3	3	18

TABLE 9

AVERAGE PERCENT TIME SPENT PERFORMING DUTIES BY AD DAFSC 2R1X1GROUPS
(RELATIVE PERCENT OF JOB TIME)

DUTIES	2R131 (N=117)	2R151 (N=377)	2R171 (N=161)	2R191 (N=11)
A. PREPARING, UPDATING AND FILING FORMS, RECORDS, AND REPORTS	19	17	10	5
B. PERFORMING AEROSPACE VEHICLE DISTRIBUTION (AVDO) ACTIVITIES	10	8	10	11
C. PERFORMING DOCUMENTATION ACTIVITIES	31	30	19	9
D. PERFORMING PLANNING AND SCHEDULING ACTIVITIES	31	19	16	9
E. PERFORMING ENGINE DATA MANAGEMENT ACTIVITIES	4	6	2	*
F. PERFORMING TEST, MEASUREMENT, AND DIAGNOSTIC EQUIPMENT (TMDE) ACTIVITIES	*	2	*	*
G. PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	*	1	*	*
H. PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	*	9	29	52
I. PERFORMING TRAINING ACTIVITIES	*	5	10	10
J. PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER SYSTEM ACTIVITIES	1	3	3	3

* Less than 1 percent

TABLE 10

REPRESENTATIVE TASKS PERFORMED BY AD DAFSC 2R131 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=117)
A0013	Maintain core automated maintenance system (CAMS) products	68
B0041	Review CAMS data	65
A0012	Maintain AFTO Forms 95 (Significant Historical Data)	65
C0065	Maintain historical data on assigned equipment	65
D0100	Distribute maintenance plans or schedules	62
A0009	Initiate AF Forms 2410 (Inspection/TCTO Planning Checklist)	62
A0003	File AFTO Forms 781-Series (Aircraft Discrepancy, Inspection, and Maintenance Records)	60
C0063	Maintain aircraft jacket files	58
D0090	Conduct or attend daily maintenance planning meetings	57
A0025	Verify entries on AFTO Forms 781-Series	57
D0113	Schedule replacement of time change items	57
A0011	Maintain AF Forms 2407 (Weekly/Daily Flying Schedule Coordination)	56
C0055	Incorporate inspection and time changes into weekly schedules	56
D0112	Schedule accomplishment of TCTOs	55
D0102	Initiate scheduled inspections	54
D0088	Compute maintenance scheduling effectiveness data	52
D0089	Conduct pre/post-inspection meetings	51
D0108	Prepare inspection packages	51
C0083	Validate inspection or time change requirements in system records	50
C0052	Coordinate time compliance technical orders (TCTOs) with other workcenters	50
D0104	Maintain or update long-range plans	49
C0054	Evaluate TCTO status for assigned equipment	47
D0099	Develop weekly utilization or maintenance schedules for aerospace vehicles	46
C0079	Review or monitor status of TCTO programs	44
C0049	Conduct records review, other than equipment records	44
D0085	Adjust or coordinate schedules to meet emergency or priority maintenance or operational flying requirements	44
C0067	Maintain records of recurring inspection times or dates	44
C0081	Set up aircraft jacket files	44
D0107	Post scheduling information on visual media, such as chart or boards	43
D0093	Coordinate maintenance requirements with operations	43
C0059	Load initial inspection or time change requirements into system records	43
D0103	Load operational events into system records	42
D0087	Assign or adjust priorities for planned or preplanned maintenance	39
C0050	Conduct quarterly or semiannual reviews of equipment records	39
C0060	Load TCTO requirements into system records	34

AVERAGE NUMBER OF TASKS PERFORMED: 36

TABLE 11

REPRESENTATIVE TASKS PERFORMED BY DAFSC AD 2R151 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		PERCENT MEMBERS PERFORMING (N=377)
A0013	Maintain core automated maintenance system (CAMS) products	77
B0041	Review CAMS data	70
A0012	Maintain AFTO Forms 95 (Significant Historical Data)	66
C0065	Maintain historical data on assigned equipment	64
D0112	Schedule accomplishment of TCTOs	64
C0054	Evaluate TCTO status for assigned equipment	63
C0052	Coordinate time compliance technical orders (TCTOs) with other workcenters	62
A0009	Initiate AF Forms 2410 (Inspection/TCTO Planning Checklist)	62
C0083	Validate inspection or time change requirements in system records	58
C0079	Review or monitor status of TCTO programs	56
C0048	Compute due time on newly added time change items	55
C0059	Load initial inspection or time change requirements into system records	55
D0113	Schedule replacement of time change items	53
C0055	Incorporate inspection and time changes into weekly schedules	52
C0049	Conduct records review, other than equipment records	52
C0050	Conduct quarterly or semiannual reviews of equipment records	51
C0057	Initiate time change actions	51
D0100	Distribute maintenance plans or schedules	50
A0016	Open or close remote devices	50
D0102	Initiate scheduled inspections	50
C0067	Maintain records of recurring inspection times or dates	47
C0060	Load TCTO requirements into system records	46
A0005	File scheduled maintenance reports	46
A0011	Maintain AF Forms 2407 (Weekly/Daily Flying Schedule Coordination)	45
D0108	Prepare inspection packages	45
D0090	Conduct or attend daily maintenance planning meetings	44
D0104	Maintain or update long-range plans	44
C0084	Verify equipment operating times in system records	44
I0202	Conduct on-the-job training (OJT)	43
A0025	Verify entries on AFTO Forms 781-Series	43
A0003	File AFTO Forms 781-Series (Aircraft Discrepancy, Inspection, and Maintenance Records)	42
J0230	Review TO changes	42
C0063	Maintain aircraft jacket files	41

AVERAGE NUMBER OF TASKS PERFORMED: 50

TABLE 12

TASKS WHICH BEST DIFFERENTIATE BETWEEN AD DAFSC 2R131 AND AD DAFSC 2R151 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		2R131 (N=117)	2R151 (N=377)	DIFFERENCE
H0160	Counsel subordinates concerning personal matters	1	37	-36
H0183	Inspect personnel for compliance with military standards	*	34	-34
I0214	Maintain training records or files	*	33	-33
I0202	Conduct on-the-job training (OJT)	10	43	-33
I0203	Counsel trainees on training progress	1	34	-33
I0211	Evaluate progress of trainees	1	33	-32
H0159	Conduct supervisory performance feedback sessions	*	31	-31
A0016	Open or close remote devices	19	50	-31
H0184	Interpret policies, directives, or procedures for subordinates	*	29	-29
A0004	File correspondence	18	46	-28
H0197	Write or indorse military performance reports	*	27	-27
H0178	Evaluate personnel for compliance with performance standards	*	27	-27
I0204	Determine training requirements	*	26	-26
H0193	Write recommendations for awards or decorations	*	26	-26
H0156	Conduct self-inspections or self-assessments	4	29	-25
H0162	Determine or establish work assignments or priorities	3	28	-25
H0173	Establish performance standards for subordinates	2	27	-25
H0179	Evaluate personnel for promotion, demotion, reclassification, or special awards	*	24	-24
J0230	Review TO changes	21	42	-22
H0181	Initiate actions required due to substandard performance of personnel	*	22	-22
I0199	Brief personnel concerning training programs or matters	*	21	-21
H0190	Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	*	21	-21

TABLE 13

REPRESENTATIVE TASKS PERFORMED BY AD DAFSC 2R171 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		PERCENT MEMBERS PERFORMING (N=161)
A0016	Open or close remote devices	84
H0160	Counsel subordinates concerning personal matters	84
H0183	Inspect personnel for compliance with military standards	83
H0193	Write recommendations for awards or decorations	81
H0159	Conduct supervisory performance feedback sessions	80
H0184	Interpret policies, directives, or procedures for subordinates	79
H0156	Conduct self-inspections or self-assessments	79
H0197	Write or indorse military performance reports	78
H0178	Evaluate personnel for compliance with performance standards	75
H0162	Determine or establish work assignments or priorities	75
H0173	Establish performance standards for subordinates	74
H0168	Develop or establish work schedules	73
D0090	Conduct or attend daily maintenance planning meetings	71
B0041	Review CAMS data	70
A0013	Maintain core automated maintenance system (CAMS) products	70
I0202	Conduct on-the-job training (OJT)	70
H0179	Evaluate personnel for promotion, demotion, reclassification, or special awards	70
I0214	Maintain training records or files	69
I0204	Determine training requirements	69
I0203	Counsel trainees on training progress	68
H0158	Conduct supervisory orientations for newly assigned personnel	68
I0211	Evaluate progress of trainees	67
H0167	Develop or establish work methods or procedures	67
C0050	Conduct quarterly or semiannual reviews of equipment records	66
H0151	Assign personnel to work areas or duty positions	65
J0230	Review TO changes	65
C0052	Coordinate time compliance technical orders (TCTOs) with other workcenters	64
C0079	Review or monitor status of TCTO programs	63
C0054	Evaluate TCTO status for assigned equipment	63
B0027	Coordinate briefings for projected aerospace vehicle capabilities with other agencies	61
H0154	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	61
C0083	Validate inspection or time change requirements in system records	58
B0028	Coordinate briefings for projected aerospace vehicle requirements with other agencies	57
D0104	Maintain or update long-range plans	52

AVERAGE NUMBER OF TASKS PERFORMED: 79

TABLE 14

TASKS THAT BEST DIFFERENTIATE BETWEEN AD DAFSC 2R151 AND AD 2R171 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		2R151 (N=377)	2R171 (N=161)	DIFFERENCE
H0193	Write recommendations for awards or decorations	26	81	-54
H0197	Write or indorse military performance reports	27	78	-51
H0168	Develop or establish work schedules	23	73	-50
H0156	Conduct self-inspections or self-assessments	29	79	-50
H0184	Interpret policies, directives, or procedures for subordinates	29	79	-50
H0159	Conduct supervisory performance feedback sessions	31	80	-49
H0178	Evaluate personnel for compliance with performance standards	27	75	-48
H0152	Assign sponsors for newly assigned personnel	10	58	-48
H0151	Assign personnel to work areas or duty positions	17	65	-48
H0183	Inspect personnel for compliance with military standards	34	83	-48
H0190	Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	21	68	-47
H0173	Establish performance standards for subordinates	27	74	-47
H0158	Conduct supervisory orientations for newly assigned personnel	21	68	-47
H0160	Counsel subordinates concerning personal matters	37	84	-47
H0162	Determine or establish work assignments or priorities	28	75	-46
H0166	Develop self-inspection or self-assessment program checklists	19	64	-45
H0179	Evaluate personnel for promotion, demotion, reclassification, or special awards	24	70	-45
H0181	Initiate actions required due to substandard performance of personnel	22	66	-44
I0204	Determine training requirements	26	69	-43
H0167	Develop or establish work methods or procedures	26	67	-41
H0192	Write job or position descriptions	15	55	-40
H0194	Write replies to inspection reports	12	52	-40
I0199	Brief personnel concerning training programs or matters	21	61	-40

TABLE 15

REPRESENTATIVE TASKS PERFORMED BY AD DAFSC 2R191 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		PERCENT MEMBERS PERFORMING (N=11)
H0178	Evaluate personnel for compliance with performance standards	100
H0159	Conduct supervisory performance feedback sessions	91
H0193	Write recommendations for awards or decorations	91
H0158	Conduct supervisory orientations for newly assigned personnel	91
H0156	Conduct self-inspections or self-assessments	91
H0184	Interpret policies, directives, or procedures for subordinates	82
H0154	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	82
H0197	Write or indorse military performance reports	82
H0175	Evaluate inspection report findings or inspection procedures	82
H0181	Initiate actions required due to substandard performance of personnel	82
H0191	Write inspection reports	82
H0190	Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	82
H0151	Assign personnel to work areas or duty positions	82
H0160	Counsel subordinates concerning personal matters	82
H0166	Develop self-inspection or self-assessment program checklists	82
H0152	Assign sponsors for newly assigned personnel	82
A0016	Open or close remote devices	82
A0015	Maintain employee master lists	82
H0188	Review drafts of supplements or changes to directives, such as policy directives, instructions, or manuals	73
H0183	Inspect personnel for compliance with military standards	73
H0157	Conduct staff assistance visits, inspections, or audits	73
H0172	Establish organizational policies, such as operating instructions (OIs) or standard operating procedures (SOPs)	73
H0179	Evaluate personnel for promotion, demotion, reclassification, or special awards	73
I0204	Determine training requirements	73
I0211	Evaluate progress of trainees	73
H0173	Establish performance standards for subordinates	73
H0194	Write replies to inspection reports	73
H0171	Draft supplements or changes to directives, such as policy directives, instructions, or manuals	73
B0027	Coordinate briefings for projected aerospace vehicle capabilities with other agencies	64
B0028	Coordinate briefings for projected aerospace vehicle requirements with other agencies	64
B0041	Review CAMS data	64
I0214	Maintain training records or files	64
I0203	Counsel trainees on training progress	64

AVERAGE NUMBER OF TASKS PERFORMED: 69

TABLE 16

TASKS WHICH BEST DIFFERENTIATE BETWEEN AD DAFSC 2R171 AND AD DAFSC 2R191 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		2R171 (N=161)	2R191 (N=11)	DIFFERENCE
C0083	Validate inspection or time change requirements in system records	58	9	49
A0012	Maintain AFTO Forms 95 (Significant Historical Data)	47	*	47
D0104	Maintain or update long-range plans	52	9	43
D0085	Adjust or coordinate schedules to meet emergency or priority maintenance or operational flying requirements	48	9	39
C0059	Load initial inspection or time change requirements into system records	48	9	39
C0048	Compute due time on newly added time change items	48	9	39
C0084	Verify equipment operating times in system records	55	18	37
C0052	Coordinate time compliance technical orders (TCTOs) with other workcenters	64	27	37
C0045	Assemble documentation records for mobilization	37	*	37
A0003	File AFTO Forms 781-Series	36	*	36
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H0191	Write inspection reports	31	82	-51
A0015	Maintain employee master lists	36	82	-46
H0171	Draft supplements or changes to directives, such as policy directives, instructions, or manuals	27	73	-46
H0175	Evaluate inspection report findings or inspection procedures	40	82	-41
H0195	Write staff studies, surveys, or routine reports, other than training or inspection reports	28	64	-36
D0086	Assign blocks of job control numbers to functional users	29	64	-34
B0037	Prepare or maintain reports on aerospace vehicle inventories	34	64	-30
H0164	Develop organizational or functional charts	24	55	-30
H0172	Establish organizational policies, such as operating instructions (OIs) or standard operating procedures (SOPs)	42	73	-30

TABLE 17

DISTRIBUTION OF ANG DAFSC 2R1X1 GROUP MEMBERS ACROSS SPECIALTY JOBS
(PERCENT RESPONDING)

SPECIALTY JOBS		DAFSC 2R151 (N=71)	DAFSC 2R171 (N=118)	DAFSC 2R191 (N=17)
I	Maintenance Scheduling Cluster	73	92	88
II	Entry-level Cluster	11	2	6
III	Time Change Monitor Job	0	0	0
IV	AVDO Monitor Job	0	1	0
V	Engine Information System Job	6	2	0
VI	Reserves Services Production Controller Job	3	1	0
VII	TMDE Scheduling Job	0	0	0
VIII	Training Scheduling Job	0	0	0
IX	Command-level Managers	0	0	0
	Not Grouped	7	2	6

TABLE 18

AVERAGE PERCENT TIME SPENT PERFORMING DUTIES BY ANG DAFSC 2R1X1 GROUPS
(RELATIVE PERCENT OF JOB TIME)

DUTIES	2R151 (N=71)	2R171 (N=118)	2R191 (N=17)
A. PREPARING, UPDATING AND FILING FORMS, RECORDS, AND REPORTS	23	15	11
B. PERFORMING AEROSPACE VEHICLE DISTRIBUTION (AVDO) ACTIVITIES	9	9	8
C. PERFORMING DOCUMENTATION ACTIVITIES	30	28	26
D. PERFORMING PLANNING AND SCHEDULING ACTIVITIES	17	19	22
E. PERFORMING ENGINE DATA MANAGEMENT ACTIVITIES	11	8	3
F. PERFORMING TEST, MEASUREMENT, AND DIAGNOSTIC EQUIPMENT (TMDE) ACTIVITIES	*	*	*
G. PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	2	1	1
H. PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	2	10	17
I. PERFORMING TRAINING ACTIVITIES	1	6	9
J. PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER SYSTEM ACTIVITIES	4	3	2

* Less than 1 percent

TABLE 19

REPRESENTATIVE TASKS PERFORMED BY ANG DAFSC 2R151 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		PERCENT MEMBERS PERFORMING (N=71)
A0013	Maintain core automated maintenance system (CAMS) products	70
B0041	Review CAMS data	69
C0065	Maintain historical data on assigned equipment	69
A0003	File AFTO Forms 781-Series (Aircraft Discrepancy, Inspection, and Maintenance Records)	65
A0025	Verify entries on AFTO Forms 781-Series	65
A0012	Maintain AFTO Forms 95 (Significant Historical Data)	65
A0005	File scheduled maintenance reports	63
C0063	Maintain aircraft jacket files	58
C0053	Correct aerospace vehicle flying times	55
A0004	File correspondence	52
C0059	Load initial inspection or time change requirements into system records	52
C0054	Evaluate TCTO status for assigned equipment	52
D0112	Schedule accomplishment of TCTOs	52
C0060	Load TCTO requirements into system records	52
C0084	Verify equipment operating times in system records	49
D0100	Distribute maintenance plans or schedules	49
C0083	Validate inspection or time change requirements in system records	49
C0052	Coordinate time compliance technical orders (TCTOs) with other workcenters	49
C0055	Incorporate inspection and time changes into weekly schedules	49
C0057	Initiate time change actions	49
C0048	Compute due time on newly added time change items	49
C0049	Conduct records review, other than equipment records	48
D0102	Initiate scheduled inspections	46
A0009	Initiate AF Forms 2410 (Inspection/TCTO Planning Checklist)	45
A0016	Open or close remote devices	42

AVERAGE NUMBER OF TASKS PERFORMED: 43

TABLE 20

REPRESENTATIVE TASKS PERFORMED BY ANG DAFSC 2R171

TASKS		PERCENT MEMBERS PERFORMING (N=118)
A0012	Maintain AFTO Forms 95 (Significant Historical Data)	85
C0065	Maintain historical data on assigned equipment	81
D0113	Schedule replacement of time change items	81
C0052	Coordinate time compliance technical orders (TCTOs) with other workcenters	78
C0059	Load initial inspection or time change requirements into system records	77
C0048	Compute due time on newly added time change items	77
C0054	Evaluate TCTO status for assigned equipment	76
C0060	Load TCTO requirements into system records	75
D0112	Schedule accomplishment of TCTOs	75
D0102	Initiate scheduled inspections	75
C0057	Initiate time change actions	74
A0025	Verify entries on AFTO Forms 781-Series	73
C0083	Validate inspection or time change requirements in system records	73
C0084	Verify equipment operating times in system records	73
A0003	File AFTO Forms 781-Series (Aircraft Discrepancy, Inspection, and Maintenance Records)	71
C0055	Incorporate inspection and time changes into weekly schedules	71
C0067	Maintain records of recurring inspection times or dates	70
C0053	Correct aerospace vehicle flying times	70
C0049	Conduct records review, other than equipment records	70
C0079	Review or monitor status of TCTO programs	70
A0009	Initiate AF Forms 2410 (Inspection/TCTO Planning Checklist)	70
A0013	Maintain core automated maintenance system (CAMS) products	69
D0100	Distribute maintenance plans or schedules	69
A0005	File scheduled maintenance reports	69
C0063	Maintain aircraft jacket files	64
I0202	Conduct on-the-job training (OJT)	64
D0085	Adjust or coordinate schedules to meet emergency or priority maintenance or operational flying requirements	64
D0090	Conduct or attend daily maintenance planning meetings	63
A0016	Open or close remote devices	61
B0041	Review CAMS data	58
D0094	Correlate maintenance plans	55
D0093	Coordinate maintenance requirements with operations	52

AVERAGE NUMBER OF TASKS PERFORMED: 80

TABLE 21

TASKS WHICH BEST DIFFERENTIATE BETWEEN ANG DAFSC 2R151 AND ANG DAFSC 2R171
(PERCENT PERFORMING)

TASKS		2R151 (N=71)	2R171 (N=118)	DIFFERENCE
I0202	Conduct on-the-job training (OJT)	13	64	-52
I0214	Maintain training records or files	10	58	-49
I0211	Evaluate progress of trainees	4	49	-45
C0082	Update job flow packages	28	71	-43
I0203	Counsel trainees on training progress	8	49	-41
C0071	Prepare AFTO Forms 290 (Aerospace Vehicle Delivery Receipt)	8	49	-41
I0204	Determine training requirements	7	47	-40
H0154	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	8	48	-40
C0072	Prepare job flow packages	31	69	-39
H0162	Determine or establish work assignments or priorities	11	50	-39
H0156	Conduct self-inspections or self-assessments	17	54	-37
D0107	Post scheduling information on visual media, such as chart or boards	21	56	-35
D0085	Adjust or coordinate schedules to meet emergency or priority maintenance or operational flying requirements	30	64	-35
A0006	Initiate AF Forms 2001 (Notification of TCTO Kit Requirements)	35	70	-35
D0094	Correlate maintenance plans	21	55	-34
C0073	Prepare manual or automated AFTO Forms 223 (Time Change Requirements Forecast)	21	55	-34
I0199	Brief personnel concerning training programs or matters	3	37	-34
H0160	Counsel subordinates concerning personal matters	4	37	-33
H0167	Develop or establish work methods or procedures	10	43	-33

TABLE 22

REPRESENTATIVE TASKS PERFORMED BY ANG 2R191 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=17)
C0055	Incorporate inspection and time changes into weekly schedules	88
A0013	Maintain core automated maintenance system (CAMS) products	82
B0041	Review CAMS data	82
D0090	Conduct or attend daily maintenance planning meetings	82
D0087	Assign or adjust priorities for planned or preplanned maintenance	82
A0016	Open or close remote devices	82
I0203	Counsel trainees on training progress	82
H0166	Develop self-inspection or self-assessment program	82
C0084	Verify equipment operating times in system records	76
D0102	Initiate scheduled inspections	76
H0183	Inspect personnel for compliance with military standards	76
H0160	Counsel subordinates concerning personal matters	76
H0162	Determine or establish work assignments or priorities	76
D0104	Maintain or update long-range plans	76
I0202	Conduct on-the-job training (OJT)	76
C0049	Conduct records review, other than equipment records	76
I0214	Maintain training records or files	71
D0093	Coordinate maintenance requirements with operations	71
D0085	Adjust or coordinate schedules to meet emergency or priority maintenance or operational flying requirements	71
D0094	Correlate maintenance plans	71
D0113	Schedule replacement of time change items	71
C0057	Initiate time change actions	71
B0036	Prepare or maintain reports on aerospace vehicle equipment status	71
D0101	Forecast depot inputs, other than engines	71
D0100	Distribute maintenance plans or schedules	71
I0204	Determine training requirements	65
C0069	Perform aircraft configuration management activities	65
D0096	Develop monthly utilization or maintenance schedules for aerospace vehicles	65
I0199	Brief personnel concerning training programs or matters	65
C0067	Maintain records of recurring inspection times or dates	65
D0107	Post scheduling information on visual media, such as chart or boards	65
C0053	Correct aerospace vehicle flying times	65
C0083	Validate inspection or time change requirements in system records	65
D0099	Develop weekly utilization or maintenance schedules for aerospace vehicles	59

AVERAGE NUMBER OF TASKS PERFORMED: 96

TABLE 23

TASKS WHICH BEST DIFFERENTIATE BETWEEN ANG DAFSC 2R171 AND ANG 2R191

TASKS		2R171 (N=118)	2R191 (N=17)	DIFFERENCE
A0012	Maintain AFTO Forms 95 (Significant Historical Data)	85	53	32
E0130	Verify or update engine accumulated hour and event data	48	18	31
A0003	File AFTO Forms 781-Series (Aircraft Discrepancy, Inspection, and Maintenance Records)	71	41	30
E0120	Maintain engine management system data base using CEMS	47	18	30
E0128	Set up or maintain engine records	47	18	30
E0129	Update engine status in system records	47	18	29
E0127	Process entries on historical records	52	24	28
A0014	Maintain comprehensive engine management system (CEMS) products	49	24	26
E0122	Perform data base reconciliation for configuration procedures	42	18	24
E0121	Manage engine auxiliary devices, such as quick-engine change (QEC) kits or afterburners	30	6	24
A0006	Initiate AF Forms 2001 (Notification of TCTO Kit Requirements)	70	47	23
C0065	Maintain historical data on assigned equipment	81	59	23
E0117	Forecast engine time changes	46	24	22
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H0151	Assign personnel to work areas or duty positions	30	82	-53
H0166	Develop self-inspection or self-assessment program checklists	36	82	-46
H0158	Conduct supervisory orientations for newly assigned personnel	25	71	-45
H0152	Assign sponsors for newly assigned personnel	15	59	-44
H0193	Write recommendations for awards or decorations	24	65	-41
H0160	Counsel subordinates concerning personal matters	37	76	-39
H0183	Inspect personnel for compliance with military standards	37	76	-39
H0194	Write replies to inspection reports	22	59	-37
H0197	Write or indorse military performance reports	10	47	-37
C0064	Maintain generic configuration status accounting system (GCSAS) data base	12	47	-35

TABLE 24

DISTRIBUTION OF AFRC DAFSC 2R1X1 GROUP MEMBERS ACROSS SPECIALTY JOBS
(PERCENT RESPONDING)

SPECIALTY JOBS		DAFSC 2R151 (N= 43)	DAFSC 2R17 (N= 65)	DAFSC 2R191 (N= 5)
I	Maintenance Scheduling Cluster	77	92	80
II	Entry-level Cluster	7	2	0
III	Time Change Monitor Job	0	0	0
IV	AVDO Monitor Job	0	0	0
V	Engine Information System Job	0	0	0
VI	Reserves Services Production Controller Job	12	2	0
VII	TMDE Scheduling Job	0	0	0
VIII	Training Scheduling Job	0	0	0
IX	Command-level Managers	0	0	0
	Not Grouped	4	4	20

TABLE 25
AVERAGE PERCENT TIME SPENT PERFORMING DUTIES BY AR DAFSC 2R1X1 GROUPS
(RELATIVE PERCENT OF JOB TIME)

DUTIES	2R151 (N=43)	2R171 (N=65)	2R191 (N=5)
A. PREPARING, UPDATING AND FILING FORMS, RECORDS, AND REPORTS	21	14	12
B. PERFORMING AEROSPACE VEHICLE DISTRIBUTION (AVDO) ACTIVITIES	13	10	11
C. PERFORMING DOCUMENTATION ACTIVITIES	25	24	17
D. PERFORMING PLANNING AND SCHEDULING ACTIVITIES	23	24	5
E. PERFORMING ENGINE DATA MANAGEMENT ACTIVITIES	2	5	13
F. PERFORMING TEST, MEASUREMENT, AND DIAGNOSTIC EQUIPMENT (TMDE) ACTIVITIES	*	*	*
G. PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	3	2	*
H. PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	7	12	34
I. PERFORMING TRAINING ACTIVITIES	3	6	5
J. PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER SYSTEM ACTIVITIES	2	2	2

* Less than 1 percent

TABLE 26

REPRESENTATIVE TASKS PERFORMED BY AFRC DAFSC 2R151 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=43)
B0042	Review GO-81 (CAMS for maintenance) data	74
A0025	Verify entries on AFTO Forms 781-Series	70
A0007	Initiate AF Forms 2401 (Equipment Utilization and Maintenance Schedule)	70
A0011	Maintain AF Forms 2407 (Weekly/Daily Flying Schedule Coordination)	67
D0090	Conduct or attend daily maintenance planning meetings	67
D0100	Distribute maintenance plans or schedules	67
D0113	Schedule replacement of time change items	67
A0009	Initiate AF Forms 2410 (Inspection/TCTO Planning Checklist)	67
C0055	Incorporate inspection and time changes into weekly schedules	65
A0003	File AFTO Forms 781-Series (Aircraft Discrepancy, Inspection, and Maintenance Records)	65
C0065	Maintain historical data on assigned equipment	65
C0053	Correct aerospace vehicle flying times	63
C0063	Maintain aircraft jacket files	63
A0005	File scheduled maintenance reports	63
C0060	Load TCTO requirements into system records	63
D0099	Develop weekly utilization or maintenance schedules for aerospace vehicles	60
D0112	Schedule accomplishment of TCTOs	60
D0096	Develop monthly utilization or maintenance schedules for aerospace vehicles	60
D0104	Maintain or update long-range plans	60
B0034	Prepare gain, loss, or termination messages	60
C0057	Initiate time change actions	60
C0052	Coordinate time compliance technical orders (TCTOs)	60
A0008	Initiate AF Forms 2402 (Weekly Equipment Utilization and Maintenance Schedule)	58
C0049	Conduct records review, other than equipment records	58
D0093	Coordinate maintenance requirements with operations	53
D0101	Forecast depot inputs, other than engines	53
D0102	Initiate scheduled inspections	53
C0067	Maintain records of recurring inspection times or dates	53
A0004	File correspondence	51
D0108	Prepare inspection packages	51
D0089	Conduct pre/post-inspection meetings	51

AVERAGE NUMBER OF TASKS PERFORMED: 55

TABLE 27

REPRESENTATIVE TASKS PERFORMED BY AFRC DAFSC 2R171

TASKS		PERCENT MEMBERS PERFORMING (N=65)
C0055	Incorporate inspection and time changes into weekly schedules	82
C0052	Coordinate time compliance technical orders (TCTOs) with other workcenters	82
D0100	Distribute maintenance plans or schedules	80
D0104	Maintain or update long-range plans	78
A0012	Maintain AFTO Forms 95 (Significant Historical Data)	78
D0102	Initiate scheduled inspections	77
D0112	Schedule accomplishment of TCTOs	75
C0054	Evaluate TCTO status for assigned equipment	75
D0085	Adjust or coordinate schedules to meet emergency or priority maintenance or operational flying requirements	74
D0090	Conduct or attend daily maintenance planning meetings	74
D0113	Schedule replacement of time change items	74
A0011	Maintain AF Forms 2407 (Weekly/Daily Flying Schedule Coordination)	72
C0065	Maintain historical data on assigned equipment	72
D0108	Prepare inspection packages	72
C0049	Conduct records review, other than equipment records	71
D0093	Coordinate maintenance requirements with operations	71
A0025	Verify entries on AFTO Forms 781-Series	71
A0003	File AFTO Forms 781-Series (Aircraft Discrepancy, Inspection, and Maintenance Records)	71
C0083	Validate inspection or time change requirements in system records	68
A0005	File scheduled maintenance reports	68
A0004	File correspondence	68
B0042	Review GO-81 (CAMS for maintenance) data	66
D0096	Develop monthly utilization or maintenance schedules for aerospace vehicles	66
D0099	Develop weekly utilization or maintenance schedules for aerospace vehicles	66
D0087	Assign or adjust priorities for planned or preplanned maintenance	66
C0067	Maintain records of recurring inspection times or dates	66
C0084	Verify equipment operating times in system records	62
D0107	Post scheduling information on visual media, such as chart or boards	62
C0063	Maintain aircraft jacket files	60
D0088	Compute maintenance scheduling effectiveness data	58
I0202	Conduct on-the-job training (OJT)	57
I0214	Maintain training records or files	57
A0016	Open or close remote devices	55

AVERAGE NUMBER OF TASKS PERFORMED: 85

TABLE 28

TASKS WHICH BEST DIFFERENTIATE BETWEEN AFRC DAFSC 2R151 AND AFRC DAFSC 2R171

TASKS		2R151 (N=43)	2R171 (N=65)	DIFFERENCE
H0197	Write or indorse military performance reports	9	48	-38
I0199	Brief personnel concerning training programs or matters	7	43	-36
I0203	Counsel trainees on training progress	23	57	-34
C0074	Process transfers of equipment in system records	30	63	-33
I0211	Evaluate progress of trainees	26	58	-33
H0162	Determine or establish work assignments or priorities	23	54	-31
H0183	Inspect personnel for compliance with military standards	19	49	-31
C0078	Review or maintain master ID lists	19	49	-31
H0179	Evaluate personnel for promotion, demotion, reclassification, or special awards	7	38	-31
H0159	Conduct supervisory performance feedback sessions	16	46	-30
D0092	Coordinate delayed or deferring maintenance with appropriate agencies	37	66	-29
D0107	Post scheduling information on visual media, such as chart or boards	33	62	-29
I0202	Conduct on-the-job training (OJT)	28	57	-29
H0154	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	23	52	-29

TABLE 29

REPRESENTATIVE TASKS PERFORMED BY AFRC DAFSC 2R191 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		PERCENT MEMBERS PERFORMING (N=5)
B0036	Prepare or maintain reports on aerospace vehicle equipment status	60
H0162	Determine or establish work assignments or priorities	60
A0016	Open or close remote devices	60
H0154	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	60
H0197	Write or indorse military performance reports	60
D0104	Maintain or update long-range plans	60
C0084	Verify equipment operating times in system records	60
A0012	Maintain AFTO Forms 95 (Significant Historical Data)	60
A0004	File correspondence	40
H0188	Review drafts of supplements or changes to directives, such as policy directives, instructions, or manuals	40
B0027	Coordinate briefings for projected aerospace vehicle capabilities with other agencies	40
B0026	Coordinate briefings for aerospace vehicle maintenance performance with other agencies	40
A0025	Verify entries on AFTO Forms 781-Series	40
B0042	Review GO-81 (CAMS for maintenance) data	40
B0028	Coordinate briefings for projected aerospace vehicle requirements with other agencies	40
H0157	Conduct staff assistance visits, inspections, or audits	40
A0005	File scheduled maintenance reports	40
B0041	Review CAMS data	40
A0014	Maintain comprehensive engine management system (CEMS) products	40
H0193	Write recommendations for awards or decorations	40
A0013	Maintain core automated maintenance system (CAMS) products	40
H0175	Evaluate inspection report findings or inspection procedures	40
J0224	Initiate or maintain standby rosters or work-center pyramid recall rosters	40
D0107	Post scheduling information on visual media, such as chart or boards	40
H0187	Review budget requirements	40
E0119	Maintain engine management system data base using CAMS	40
E0129	Update engine status in system records	40
E0130	Verify or update engine accumulated hour and event data	40
E0120	Maintain engine management system data base using CEMS	40
B0037	Prepare or maintain reports on aerospace vehicle inventories	40
H0159	Conduct supervisory performance feedback sessions	40
I0211	Evaluate progress of trainees	40

AVERAGE NUMBER OF TASKS PERFORMED: 59

TABLE 30

TASKS WHICH BEST DIFFERENTIATE BETWEEN AFRC DAFSC 2R171 AND AFRC DAFSC 2R19 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		2R171 (N=65)	2R191 (N=5)	DIFFERENCE
D0087	Assign or adjust priorities for planned or preplanned maintenance	66	*	66
B0029	Correct aerospace vehicle equipment utilization data	62	*	62
D0100	Distribute maintenance plans or schedules	80	20	60
D0110	Project maintenance requirements, other than contract	58	*	58
D0105	Monitor delayed discrepancy files	58	*	58
D0094	Correlate maintenance plans	57	*	57
C0072	Prepare job flow packages	57	*	57
D0085	Adjust or coordinate schedules to meet emergency or priority maintenance or operational flying requirements	74	20	54
D0090	Conduct or attend daily maintenance planning meetings	74	20	54
A0011	Maintain AF Forms 2407 (Weekly/Daily Flying Schedule Coordination)	72	20	52
E0125				
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A0023	Update or maintain automated data processing equipment	26	80	-54
H0153	Annotate time and attendance sheets for civilian employees	6	40	-34
H0196	Write or indorse civilian performance appraisals	6	40	-34
H0187	Review budget requirements	8	40	-32
H0185	Investigate accidents or incidents	9	40	-31
H0171	Draft supplements or changes to directives, such as policy directives, instructions, or manuals	9	40	-31
H0169	Draft budget requirements	9	40	-31
E0121	Manage engine auxiliary devices, such as quick-engine change (QEC) kits or afterburners	11	40	-29
C0061	Load or update auxiliary power unit (APU) or jet fuel starter (JFS) data into system records	11	40	-29
E0124	Prepare engine status reporting forms	14	40	-26

TABLE 31

RELATIVE PERCENT OF TIME SPENT ON DUTIES
BY AD FIRST-ENLISTMENT PERSONNEL

DUTIES	PERCENT MEMBERS PERFORMING (N=178)
A. PREPARING, UPDATING AND FILING FORMS, RECORDS, AND REPORTS	20
B. PERFORMING AEROSPACE VEHICLE DISTRIBUTION (AVDO) ACTIVITIES	10
C. PERFORMING DOCUMENTATION ACTIVITIES	32
D. PERFORMING PLANNING AND SCHEDULING ACTIVITIES	26
E. PERFORMING ENGINE DATA MANAGEMENT ACTIVITIES	5
F. PERFORMING TEST, MEASUREMENT, AND DIAGNOSTIC EQUIPMENT (TMDE) ACTIVITIES	2
G. PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	1
H. PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	1
I. PERFORMING TRAINING ACTIVITIES	*
J. PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER SYSTEM ACTIVITIES	2

NOTE: Columns may not add to 100 percent due to rounding

TABLE 32

REPRESENTATIVE TASKS PERFORMED BY FIRST-ENLISTMENT PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=178)
A0013	Maintain core automated maintenance system (CAMS) products	74
B0041	Review CAMS data	71
A0012	Maintain AFTO Forms 95 (Significant Historical Data)	65
C0065	Maintain historical data on assigned equipment	62
A0009	Initiate AF Forms 2410 (Inspection/TCTO Planning Checklist)	60
A0003	File AFTO Forms 781-Series (Aircraft Discrepancy, Inspection, and Maintenance Records)	57
A0025	Verify entries on AFTO Forms 781-Series	56
D0100	Distribute maintenance plans or schedules	54
A0011	Maintain AF Forms 2407 (Weekly/Daily Flying Schedule Coordination)	53
C0063	Maintain aircraft jacket files	52
D0112	Schedule accomplishment of TCTOs	52
D0113	Schedule replacement of time change items	52
C0055	Incorporate inspection and time changes into weekly schedules	51
C0054	Evaluate TCTO status for assigned equipment	50
D0090	Conduct or attend daily maintenance planning meetings	49
C0083	Validate inspection or time change requirements in system records	48
C0049	Conduct records review, other than equipment records	47
C0052	Coordinate time compliance technical orders (TCTOs) with other workcenters	47
D0102	Initiate scheduled inspections	47
C0067	Maintain records of recurring inspection times or dates	46
D0089	Conduct pre/post-inspection meetings	46
A0005	File scheduled maintenance reports	46
C0079	Review or monitor status of TCTO programs	44
D0088	Compute maintenance scheduling effectiveness data	44
D0108	Prepare inspection packages	44
C0048	Compute due time on newly added time change items	42
C0057	Initiate time change actions	42
D0099	Develop weekly utilization or maintenance schedules for aerospace vehicles	40
D0104	Maintain or update long-range plans	40

AVERAGE NUMBER OF TASKS PERFORMED: 35

TABLE 33

TECHNICAL TASKS RATED HIGHEST IN TRAINING EMPHASIS (TE) BY AFSC 2R1X1 PERSONNEL

SELECTED TASKS		TNG EMP*	PERCENT MEMBERS PERFORMING		TASK DIFF**
			1ST JOB (N = 102)	1ST ENL (N = 178)	
A12	Maintain AFTO Forms 95 (Significant Historical Data)	6.88	60	65	4.83
A13	Maintain core automated maintenance system (CAMS)	6.66	71	74	5.56
C59	Load initial inspection or time change requirements in the system	6.76	31	39	5.55
C48	Compute due time on newly added time change items	6.69	34	42	5.23
C55	Incorporate inspection and time changes into weekly schedules	6.67	48	51	5.35
C57	Initiate time change actions	6.59	37	42	4.78
C60	Load TCTO requirements into system records	6.55	32	34	5.78
C65	Maintain historical data on assigned equipment	6.55	55	62	4.54
D113	Schedule replacement of time change items	6.51	50	52	4.93
D112	Schedule accomplishment of TCTOs	6.49	43	52	4.44
C83	Validate inspection or time change requirements in system records	6.45	45	48	5.56
C84	Verify equipment operating times in system records	6.37	33	38	4.73
A9	Initiate AF Forms 2410 (inspection/TCTO Planning Checklist)	6.27	57	60	5.27
D99	Develop weekly utilization or maintenance schedules for aerospace vehicles	6.25	43	40	6.71

* TE MEAN =2.68; S.D.=1.84 (High TE \geq 4.52)

** TD MEAN = 5.00; S.D.=1.00 (High TD \geq 6.00)

TABLE 34

TECHNICAL TASKS RATED HIGHEST IN TASK DIFFICULTY (TD) BY AFSC 2R1X1 PERSONNEL

SELECTED TASKS		TASK DIFF**	PERCENT MEMBERS PERFORMING		TNG EMP*
			1ST JOB (N=102)	1ST ENL (N=178)	
H170	Draft host-tenant or interservice agreements	7.29	0	0	0.51
H172	Establish organizational policies, such as operating instructions (OIs) or standard operating procedures (SOPs)	7.15	0	0	1.33
H171	Draft supplements or changes to directives, such as policy directives, instructions, or manuals	6.99	0	0	1.08
A17	Prepare AF Forms 2408 (Generation Maintenance Plan)	6.76	3	4	1.90
I205	Develop formal course curricula, plans of instruction (POIs), or specialty training standards (STSs)	6.76	1	1	0.45
A0018	Prepare AF Forms 2409 (Generation Sequence Action Schedule)	6.72	2	3	1.73
D0099	Develop weekly utilization or maintenance schedules for aerospace vehicles	6.71	43	40	6.25
I0207	Develop written tests	6.71	1	1	0.86
A0008	Initiate AF Forms 2402 (Weekly Equipment Utilization and Maintenance Schedule)	6.69	19	24	6.24
H0157	Conduct staff assistance visits, inspections, or audits	6.52	2	2	1.14
H0169	Draft budget requirements	6.51	1	1	0.80
A0007	Initiate AF Forms 2401 (Equipment Utilization and Maintenance Schedule)	6.48	25	28	6.06
D0096	Develop monthly utilization or maintenance schedules for aerospace vehicles	6.46	29	31	5.69
D0085	Adjust or coordinate schedules to meet emergency or priority maintenance or operational flying requirements	6.39	35	37	4.06

* TE MEAN =2.68; S.D.=1.84 (High TE \geq 4.52)

** TD MEAN = 5.00; S.D.=1.00 (High TD \geq 6.00)

TABLE 35

TECHNICAL TASKS WITH HIGHEST AUTOMATED TRAINING INDICATORS (ATIs) FOR AFSC 2R1X1 PERSONNEL

SELECTED TASKS		ATI	PERCENT MEMBERS PERFORMING	TNG EMP*	TASK DIFF**
			1ST ENL (N = 178)		
C0065	Maintain historical data on assigned equipment	18	62	6.55	4.54
C0054	Evaluate TCTO status for assigned equipment	18	50	5.55	4.77
A0011	Maintain AF Forms 2407 (Weekly/Daily Flying Schedule Coordination)	18	53	6.25	4.27
A0012	Maintain AETO Forms 95 (Significant Historical Data)	18	65	6.88	4.83
A0013	Maintain core automated maintenance system (CAMS)	18	74	6.86	5.56
D0112	Schedule accomplishment of TCTOs	18	52	6.49	4.44
C0055	Incorporate inspection and time changes into weekly schedules	18	51	6.67	5.35
A0009	Initiate AF Forms 2410 (Inspection/TCTO Planning Checklist)	18	60	6.27	5.27
C0063	Maintain aircraft jacket files	18	52	6.18	4.47
D0113	Schedule replacement of time changes	18	52	6.51	4.93
A0025	Verify entries on AFTO Forms 781 Series	18	56	4.76	4.72
B0041	Review CAMS data	18	71	6.02	5.19

* TE MEAN =2.68; S.D.=184 (High TE \geq 4.52)

** TD MEAN = 5.00; S.D.=1.00 (High TD \geq 6.00)

TABLE 36

EXAMPLES OF 2R1X1 STS ELEMENTS NOT SUPPORTED BY SURVEY DATA
(LESS THAN 20 PERCENT MEMBERS PERFORMING)

STS ITEMS (WITH SELECTED MATCHED TASKS)		3-LVL COURSE PROF CODE	TNG EMP*	PERCENT MEMBERS PERFORMING		TASK DIFF**
				1ST JOB (N = 102)	1ST ENL (N = 178)	
<u>A2.6.5</u>	<u>AF manuals and instructions</u>	A				
J0226	Maintain publications libraries, other than technical orders (TO) libraries		2.73	4	7	4.97
<u>A2.9.8.1</u>	<u>Prepare inventory change messages</u>	A				
B0034	Prepare gain, lose, or termination messages		3.20	15	14	5.68
B0035	Prepare possession purpose identifier change messages		2.98	10	10	5.43
<u>A2.10.2.3.1</u>	<u>Annual Cartridge Activated Devices/Propellant Actuated Devices</u>	2b				
A0010	Initiate or maintain AF Forms 68 (Munitions Authorization Record)		1.82	6	9	3.91
<u>A2.11.2.1</u>	<u>Required item installation table</u>	A				
E0112	Perform data base reconciliation for configuration procedures		2.80	3	7	6.17
<u>A2.11.2.2</u>	<u>Collection of accumulated hour and event data</u>	A				
E0130	Verify or update engine accumulated hour and event data		4.06	12	16	4.97

* TE MEAN =2.68; S.D.=1.84 (High TE ≥ 4.52)

** TD MEAN = 5.00; S.D.=1.00 (High TD ≥ 6.00)

TABLE 37

EXAMPLES OF AFSC 2R1X1 POI ELEMENTS NOT SUPPORTED BY SURVEY DATA
(LESS THAN 30 PERCENT MEMBERS PERFORMING)

POI ITEMS (WITH SELECTED MATCHED TASKS)		TNG EMP*	PERCENT MEMBERS PERFORMING		TASK DIFF**
			1ST JOB (N = 102)	1ST ENL (N= 178)	
I.9.d.	<u>Given a desktop computer and a familiarization worksheet, use the desktop computer to process data from the worksheet.</u>				
A0016	Open or close remote devices	5.39	20	19	0.5
III.1.a. (5).	<u>Request Automated Transfer File</u>				
C0076	Request equipment mobilization records from automated system	1.45	7	9	4.54

* TE MEAN =2.68; S.D.=1.84 (High TE ≥ 4.52)

** TD MEAN = 5.00; S.D.=1.00 (High TD ≥ 6.00)

TABLE 38

EXAMPLES OF TECHNICAL TASKS PERFORMED BY 30 PERCENT OR MORE
AND NOT REFERENCED TO THEAFSC 2R1X1 POI

SELECTED TASKS		PERCENT MEMBERS PERFORMING		TNG EMP*	TASK DIFF**
		1ST JOB (N=102)	1ST ENL (N=178)		
B0041	Review CAMS data	70	71	6.02	5.19
C0054	Evaluate TCTO status for assigned equipment	46	47	5.55	4.77
C0068	Participate in monthly TCTO kit reconciliation meetings	33	35	3.78	4.23
D0087	Assign or adjust priorities for planned or preplanned maintenance	30	33	3.18	5.67
D0090	Conduct or attend daily maintenance planning meetings	53	49	3.96	4.45
D0092	Coordinate delayed or deferring maintenance with appropriate agencies	30	34	3.78	4.25
D0093	Coordinate maintenance requirements with operations	31	34	4.29	5.48

* TE MEAN =2.68; S.D.=1.84 (High TE \geq 4.52)

** TD MEAN = 5.00; S.D.=1.00 (High TD \geq 6.00)

TABLE 39

COMPARISON OF JOB SATISFACTION INDICATORS FOR AD AFSC 2R1X1 TAFMS GROUPS
(PERCENT MEMBERS RESPONDING)

	<u>1-48 MONTHS TAFMS</u>		<u>49-96 MONTHS TAFMS</u>		<u>97+ MONTHS TAFMS</u>	
	2R1X1 (N=178)	COMP SAMPLE* (N=4646)	2R1X1 (N=104)	COMP SAMPLE* (N=2551)	2R1X1 (N=384)	COMP SAMPLE* (N=6609)
<u>EXPRESSED JOB INTEREST:</u>						
INTERESTING	63	53	63	55	72	71
SO-SO	20	27	22	25	17	19
DULL	17	20	15	10	11	10
<u>PERCEIVED UTILIZATION OF TALENTS:</u>						
FAIRLY WELL TO PERFECTLY	76	64	81	70	83	83
LITTLE OR NOT AT ALL	24	36	19	30	17	17
<u>PERCEIVED UTILIZATION OF TRAINING:</u>						
FAIRLY WELL TO PERFECTLY	91	85	87	81	84	83
LITTLE OR NOT AT ALL	9	15	13	19	16	17
<u>SENSE OF ACCOMPLISHMENT GAINED FROM WORK:</u>						
SATISFIED	66	64	65	60	67	72
NEUTRAL	12	15	12	17	13	12
DISSATISFIED	22	21	23	23	20	16
<u>REENLISTMENT INTENTIONS:</u>						
YES OR PROBABLY YES	51	44	60	61	66	69
NO OR PROBABLY NO	49	56	40	39	8	10
WILL RETIRE	0	0	0	0	26	21

* Comparative sample includes the ten non-lateral, logistics AFSCs studied in 1999.

TABLE 40

COMPARISON OF JOB SATISFACTION INDICATORS FOR AD AFSC 2R1X1
TAFMS GROUPS IN CURRENT STUDY TO PREVIOUS STUDY
(PERCENT MEMBERS RESPONDING)

	1-48 MONTHS TAFMS		49-96 MONTHS TAFMS		97+ MONTHS TAFMS	
	2001	1998	2001	1998	2001	1998
<u>EXPRESSED JOB INTEREST:</u>						
INTERESTING	63	57	63	66	72	72
SO-SO	20	22	22	19	17	16
DULL	17	21	15	15	11	12
<u>PERCEIVED UTILIZATION OF TALENTS:</u>						
FAIRLY WELL TO PERFECTLY	76	62	80	77	83	79
LITTLE OR NOT AT ALL	24	28	20	23	17	21
<u>PERCEIVED UTILIZATION OF TRAINING:</u>						
FAIRLY WELL TO PERFECTLY	91	80	87	77	84	79
LITTLE OR NOT AT ALL	9	20	13	23	16	21
<u>SENSE OF ACCOMPLISHMENT GAINED FROM WORK:</u>						
SATISFIED	66	65	65	68	68	70
NEUTRAL	12	16	12	10	12	10
DISSATISFIED	22	19	23	22	20	20
<u>REENLISTMENT INTENTIONS:</u>						
YES OR PROBABLY YES	51	51	60	64	66	70
NO OR PROBABLY NO	49	49	40	36	8	7
WILL RETIRE	0	0	0	0	36	23

TABLE 41

COMPARISON OF JOB SATISFACTION INDICATORS FOR AD MEMBERS OF SPECIALTY CLUSTERS AND JOBS
(PERCENT MEMBERS RESPONDING)

	MAINTENANCE SCHEDULING CLUSTER (N=841)	ENTRY LEVEL CLUSTER (N=37)	TIME CHANGE MONITOR JOB (N=5)	AVDO MONITOR JOB (N=13)	ENGINE INFORMATION SYSTEMS JOB (N=16)
<u>EXPRESSED JOB INTEREST:</u>					
INTERESTING	75	68	80	70	69
SO-SO	15	14	20	15	25
DULL	10	18	0	15	6
<u>PERCEIVED USE OF TALENTS:</u>					
FAIRLY WELL TO PERFECTLY	85	81	100	85	69
LITTLE OR NOT AT ALL	15	19	0	15	31
<u>PERCEIVED USE OF TRAINING:</u>					
FAIRLY WELL TO PERFECTLY	89	95	100	85	81
LITTLE TO NOT AT ALL	11	5	0	15	19
<u>SENSE OF ACCOMPLISHMENT GAINED FROM WORK:</u>					
SATISFIED	72	68	80	77	74
NEUTRAL	12	2	0	8	13
DISSATISFIED	16	30	20	15	13
<u>REENLISTMENT INTENTIONS:</u>					
PLAN TO REENLIST	66	54	40	62	44
PLAN NOT TO REENLIST	18	38	40	15	31
PLAN TO RETIRE	16	8	20	23	25

TABLE 41 (CONTINUED)

COMPARISON OF JOB SATISFACTION INDICATORS FOR MEMBERS OF SPECIALTY CLUSTERS AND JOBS
(PERCENT MEMBERS RESPONDING)

	RESERVE FORCES PRO. CONTROL JOB (N=9)	TMDE SCHEDULING JOB (N=13)	TRAINING JOB (N=7)	COMMAND- LEVEL MANAGERS JOB (N=5)
<u>EXPRESSED JOB INTEREST:</u>				
INTERESTING	44	38	86	80
SO-SO	44	22	14	0
DULL	12	38	0	20
<u>PERCEIVED USE OF TALENTS:</u>				
FAIRLY WELL TO PERFECTLY	44	46	71	80
LITTLE OR NOT AT ALL	56	54	29	20
<u>PERCEIVED USE OF TRAINING:</u>				
FAIRLY WELL TO PERFECTLY	44	31	71	80
LITTLE TO NOT AT ALL	56	69	29	20
<u>SENSE OF ACCOMPLISHMENT GAINED FROM WORK:</u>				
SATISFIED	33	38	100	60
NEUTRAL	0	8	0	0
DISSATISFIED	67	54	0	40
<u>REENLISTMENT INTENTIONS:</u>				
PLAN TO REENLIST	89	77	57	60
PLAN NOT TO REENLIST	0	8	14	0
PLAN TO RETIRE	11	15	29	40

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